

**National Apprenticeship Week**

**#NAW2021**

**APPRENTICESHIP  
ILLINOIS: A LEARN  
AND EARN  
STRATEGY**



**MONDAY, NOVEMBER 15  
9-10 AM**

Learn how apprenticeships are creating new talent for Illinois industries. This webinar will showcase programs across the state, the state and local partnerships, how new apprenticeship investments are growing opportunities, and how more employers can benefit from incentives like the apprenticeship education tax credit.

*This workforce activity was funded by a grant awarded by the U.S. Department of Labor (DOL)'s Employment and Training Administration (ETA).*



## **Welcoming Remarks**

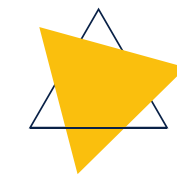
**Sylvia Garcia**, Acting Director, Illinois Dept. of Commerce and Economic Opportunity

**Brian Durham**, Executive Director, Illinois Community College Board



## **Moderator**

**Michael Conley**, Apprenticeship Illinois Committee Chair, Illinois Workforce Innovation Board, Moderator



## **Panelists**

**Patrick Campbell**, Program Development Manager, DCEO, Office of Employment and Training

**Jennifer Foster**, Deputy Executive Director, Illinois Community College Board

**Jonathan McGee**, Deputy Director, DCEO, Regional Economic Development

**Norman Ruano**, Deputy Director, DCEO, Illinois Works

## 2019 APPRENTICESHIP ILLINOIS STATUS

25 grantees  
7 Navigator grants  
18 Intermediary grants

Intermediaries include  
1 High School  
5 Community Colleges

Nearly 400 apprentices  
served with a target of  
700 by early 2022

Established 54 new  
apprenticeship  
programs

Engaged 1,294  
new businesses

Realign  
competencies and  
credentials for  
multiple careers

## 2021 APPRENTICESHIP ILLINOIS EXPANSION

Awarded \$5.9 million DOL  
Illinois added \$2.1  
  
TOTAL \$8 million

Announce grant awards  
January 2022

Serve an additional 750  
apprentices

Assist industries  
impacted by COVID-19  
  
Target community  
populations

Navigator 2.0 redesign  
including DEI strategies

Expand employer-  
led initiatives and  
marketing  
strategies



# CAP-IT

CUSTOMIZED APPRENTICESHIP PROGRAM – INFORMATION TECHNOLOGY

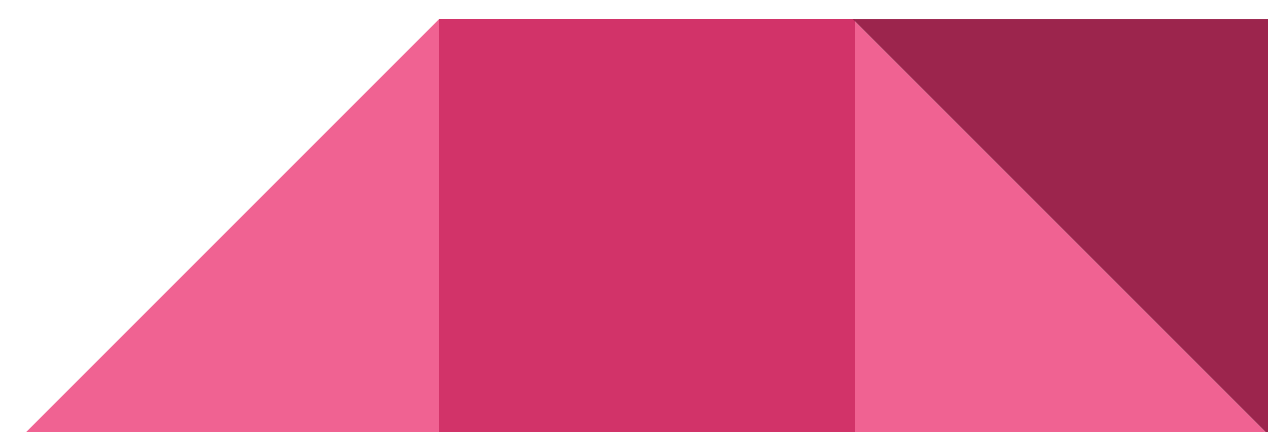
National Apprenticeship Week – Kick Off

November 15, 2021

Jennifer K. Foster  
Deputy Executive Director

# Community College System Apprenticeship

- ❑ 48 Community College in 39 Districts
  - ❑ Top Industries:
    - Construction Trades
    - Health Care
    - Mechanics and Repairs
  - ❑ Diversity, Equity and Inclusion
  - ❑ CAP-IT
- 
- ❑ 10 Community Colleges throughout the Illinois



# CAP-IT OVERVIEW

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Accelerate the expansion of apprenticeships to new industry sectors reliant on H-1B visas



Promote the large-scale expansion of apprenticeships across the nation

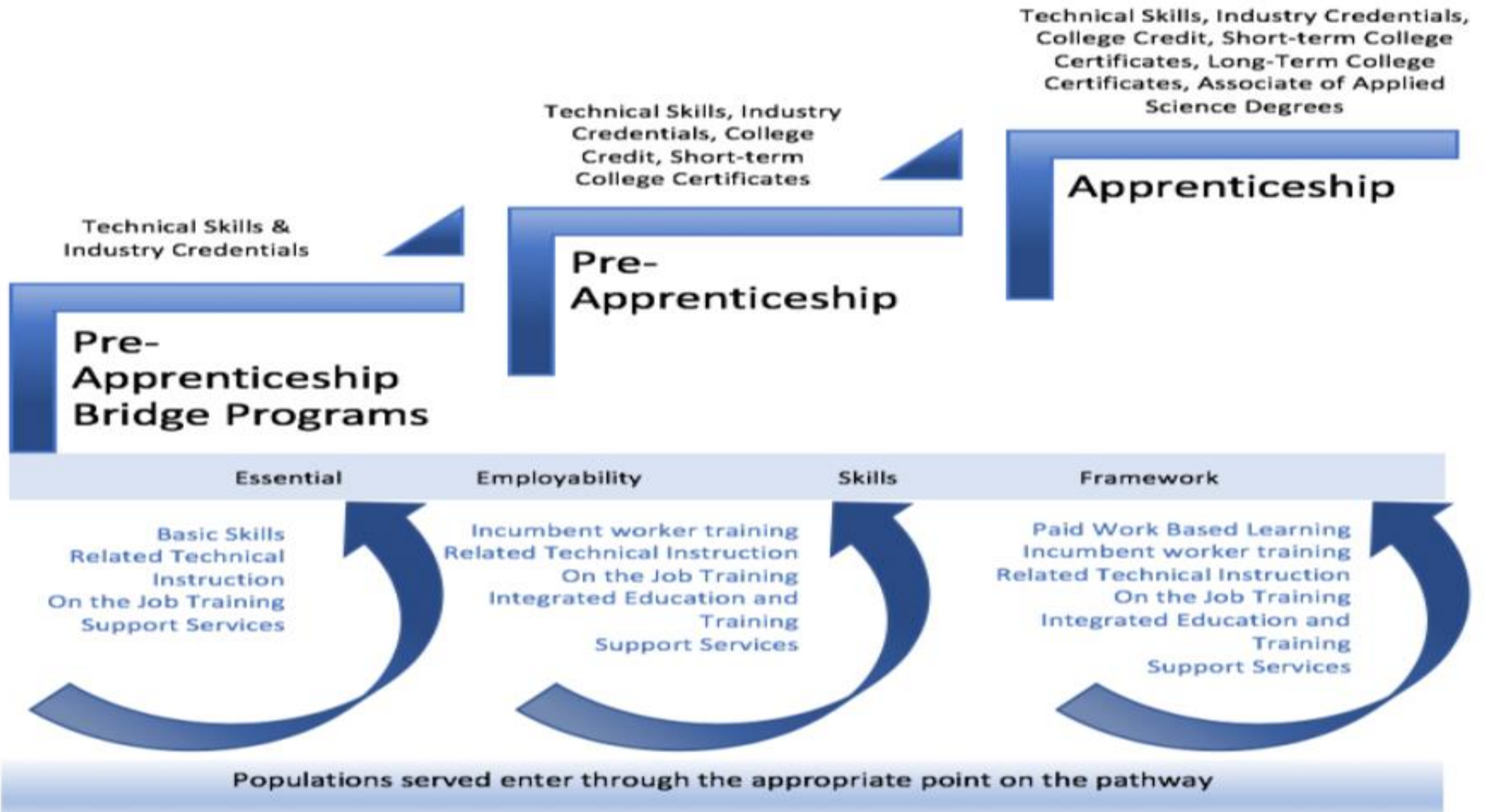


Increase apprenticeship opportunities for all Americans, particularly veterans, military spouses, transitioning service members, and underrepresented populations in apprenticeship, including women, people of color, and ex-offenders

PROJECT DELIVERABLES	Total Goal by Grant End
1: Total number of all <b>participants</b> served.	1728
2: Total <b>apprentices</b> hired.	842
3: Total <b>apprentices</b> who complete program.	590
4: Total apprentices who complete <b>and</b> receive an industry-recognized credential.	590
5: Total number of unemployed or underemployed apprentices prior to enrollment who complete an apprenticeship program and maintain employment (excluding incumbent workers).	330
6. Total incumbent workers who complete an apprenticeship and advance into a new position.	118
7: Average hourly wage of apprentices at completion of apprenticeship education/ training program.	21.05

# Breaking Down the Model





# Pre-Apprenticeship

How does your pre-apprenticeship programming align to these quality components?

[JFF's High-Quality Pre-Apprenticeship Framework](#)

1



**Transparent entry and success requirements**

2



**Alignment with skills sought by local employers and high-quality apprenticeship programs**

3



**Culmination in one or more industry-recognized credentials**

4



**Development of skills through hands-on activities and work-based learning**

5



**Offering of academic, career exploration, and wraparound supports**

6



**Transition into a registered apprenticeship or other high-quality apprenticeship program**

# Apprenticeship

1. Business Involvement (engagement and hiring of apprentice)
2. Structured On-the-Job Training
3. Related Instruction
4. Rewards for Skill Gains (progression of wages)
5. Credential



## Leveraging Incumbent Worker Training

- Focusing on incumbent workers initially, can ease employer ease.
  - Are there mid-level IT needs that they can't fill?
  - Are there entry-level employees who could be upskilled through an apprenticeship to move into these positions?
  - When these employees move up, is this an opportunity for a new apprenticeship for an entry-level position?
- **Paid Release Time for Incumbent Workers:** The portion of an incumbent worker's salary paid while the worker is participating in the related technical instruction component of the apprenticeship program (i.e., employee paid release time) may be counted as match under these grants.



# PROFESSIONAL DEVELOPMENT

## JFF

- building employer partnerships, a how-to on employer engagement
- marketing apprenticeships
- discussing how to effectively build a “feeder” system
- how to recruit apprentices from targeted populations
- how to engage/coordinate with partners that are already connected with students and employers

## ICSPS

- collaborate with OMD to provide Support Service Toolkit
- developing and scaling Integrated Education and Training
- continuous Improvement process

# Apprenticeship Education Expense Tax Credit Program

Employers are allowed a tax credit for certain educational expenses associated with qualifying apprentices.

- Qualified educational expenses include tuition, book fees, and lab fees

Credit of up to \$3,500 per apprentice

- An additional \$1,500 if (1) apprentice resides in underserved area or (2) the employer's principal place of business is located in an underserved area.

The total tax credits may not exceed \$5 million annually.

- Allowed on a first-come first-served basis based on the date of application.



# Eligibility

A qualifying apprentice must be:

(a) an Illinois resident; (b) at least 16 at the close of the school year for which a credit is sought; (c) a full-time apprentice enrolled in an apprenticeship program registered with U.S. Department of Labor (USDOL), Office of Apprenticeship during the school year; and (d) employed by the taxpayer in Illinois.

- To register a program with the USDOL, companies should contact the USDOL, Office of Apprenticeship State Director Kim Jones at [jones.kimberly@dol.gov](mailto:jones.kimberly@dol.gov)

A qualified school means any Illinois Public or nonpublic school that meets eligibility criteria visit [www.Illinois.gov/dceo](http://www.Illinois.gov/dceo)



# Certification



Employers must apply to the Department (DCEO) for certification

Employers must provide an application with supporting information including: name, age, tax id number, amount of qualified expenses, name of school and support documentation

Application may be found at [www.Illinois.gov/dceo](http://www.Illinois.gov/dceo) or by emailing [CEO.ApprenticeshipCredit@illinois.gov](mailto:CEO.ApprenticeshipCredit@illinois.gov)



**Illinois**  
**Department of Commerce**  
 & Economic Opportunity  
 JB Pritzker, Governor

APPRENTICESHIP  
 EDUCATIONAL EXPENSES  
 TAX CREDIT

**APPRENTICESHIP EDUCATIONAL EXPENSES  
 TAX CREDIT APPLICATION**

**PART A: LEGAL APPLICANT**

NAME OF APPLICANT: D/B/A (if applicable)	
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ADDRESS(ES):	FEIN	IBT

COMPANY CONTACT PERSON:	TITLE:	PHONE NUMBER:
ADDRESS:		EMAIL:

NOTE: Please include Certificate of Good Standing for each Legal Applicant identified in Part A (or other proof of authority to transact business in the State).

- Is the applicant's principal place of business located in an underserved area?  
 Yes \_\_\_ No \_\_\_

NOTE: An underserved area may be found by visiting the DCEO [website](#).





# Apprenticeship Program Highlight

## *North American Lighting*

The NAL Technical Apprenticeship is a five-year program that helps students kickstart their career without college debt. Apprentices earn a salary and work towards industry specific certifications for a Technician position while completing an associate's degree at a partnered college.

The first three years of the program consist of a hybrid work and school schedule allowing students to attend classes two days a week and work three days a week to complete their associate's degree.

- Kickstart your career without college debt
- Gain skills for an in-demand profession
- Starting hourly wage of \$13.49
- Earn up to \$21/hour after obtaining your degree
- Guaranteed at least 2 years NAL Technician position, and likely a long career at NAL





Apprenticeship  
**ILLINOIS.com**  
*Prepare • Train • Retain*

# Celebrate National Apprenticeship Week in Illinois November 15-19

Learn more: <https://bit.ly/nawIL2021>

Join an event. Share an event.

Learn more about Apprenticeship Illinois by  
visiting: [www.apprenticeshipil.com](http://www.apprenticeshipil.com)



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**ILLINOIS.com**  
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**Discover more about apprenticeship**

**BECOME AN APPRENTICE**



**INFORMATION CENTER**



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**EMPLOYER INFORMATION**



Learn more about  
Apprenticeship Illinois  
during National  
Apprenticeship Week!  
Join us for a daily  
webinar to celebrate  
**#NAW2021**  
from 9-10 am

# National Apprenticeship Week

November 15-19, 2021

## Daily Webinar Series

9-10 a.m.

Registration links below

Learn more: <https://bit.ly/nawIL2021>

**M** Apprenticeship Illinois: A Learn and Earn Strategy

**T** Creating More Diverse, Equitable, and Inclusive Apprenticeships

**W** Apprenticeship Business Champions: Building In-House Talent

**TH** Youth Apprenticeships: Supplying Illinois' Talent Pipeline

**F** Build Your Future Workforce: Meet Illinois' Apprentices

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## APPRENTICESHIP ILLINOIS COMMITTEE NOVEMBER 2021 UPDATES

Follow Apprenticeship Illinois on Twitter and LinkedIn



NATIONAL APPRENTICESHIP  
WEEK IN ILLINOIS  
November 15-19, 2021

Learn more: <https://bit.ly/nawIL2021>



*National Apprenticeship Week  
is next week: November 15-19, 2021!*

[Find Illinois events, proclamations,  
and more here.](#)



[National Apprenticeship Week \(NAW\)](#) is a nationwide celebration that brings together business leaders, career seekers, labor, educational institutions, and other critical partners to demonstrate their support for apprenticeship.

*It's time to celebrate Illinois apprentices and employer sponsors! Join an event and learn more about how apprenticeship is growing Illinois talent.*

Posting to social media? Use #NAW2021 and #apprenticeshipIL

Celebrate  
National  
Apprenticeship  
Week  
in Illinois  
November 15-19



Apprenticeship  
enables your  
business to





# Additional Resources

Apprenticeship Return on Investment Resource: <https://nationalapprenticeship.org/roi>

US Apprenticeship Statistics: <https://www.dol.gov/agencies/eta/apprenticeship/about/statistics/2020>

USDOL Apprenticeship Fact Sheet:

[https://www.apprenticeship.gov/sites/default/files/Apprenticeship\\_Fact\\_Sheet.pdf](https://www.apprenticeship.gov/sites/default/files/Apprenticeship_Fact_Sheet.pdf)

Starting an Apprenticeship Toolkit: [https://www.doleta.gov/oa/employers/apprenticeship\\_toolkit.pdf](https://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf)