Navigating through Apprenticeships: What's in your toolbox?

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Get to know your presenters

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Associate Director of Manufacturing Programs for the Institute for Workforce Education, a division of St. Augustine College, and an Apprenticeship Navigator for Region 4

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Illinois State University - ISCP Division

What are we going to cover today?

- What is an Apprenticeship?

- What is an Apprenticeship Navigator?

- Best Practices and Tools of Apprenticeship Navigator

- Coordinated Approach of Navigator Role

- TPM Strategies

- Business Engagement

- Researching & "Mapping" Your Region

- Organizing Your Research and Information

- Building Relationships & Education /Awareness

- Getting to Commitment

- Communicating and Sharing Information

- Barriers/Challenges

What is apprenticeship?

Employer Involvement

Structured On-the-Job Learning

Related Training and Instruction

Rewards for Skill Gains

National Occupational Credential

Five Core Components of Apprenticeship

What is an Apprenticeship?

Apprenticeship is an industry-driven workforce strategy to meet employers' talent needs and to help individuals connect to a career pathway for many different occupations. It is a work-based learning model, commonly referred to as a "learn and earn" model, where on-the-job training is combined with relevant classroom instruction.

The Department of Labor considers an employer-worker relationship to be a qualified apprenticeship model when:

- The worker receives on-the-job learning (OJL) under the direction of the employer's personnel (normally at least 2,000 hours)

- The worker also receives theoretical and practical related instruction/training (a recommended minimum of 144 hours) outside of the OJL on-the-job learning

- The worker earns a wage during his or her training, which increases as the apprentices develops more skills and experience.

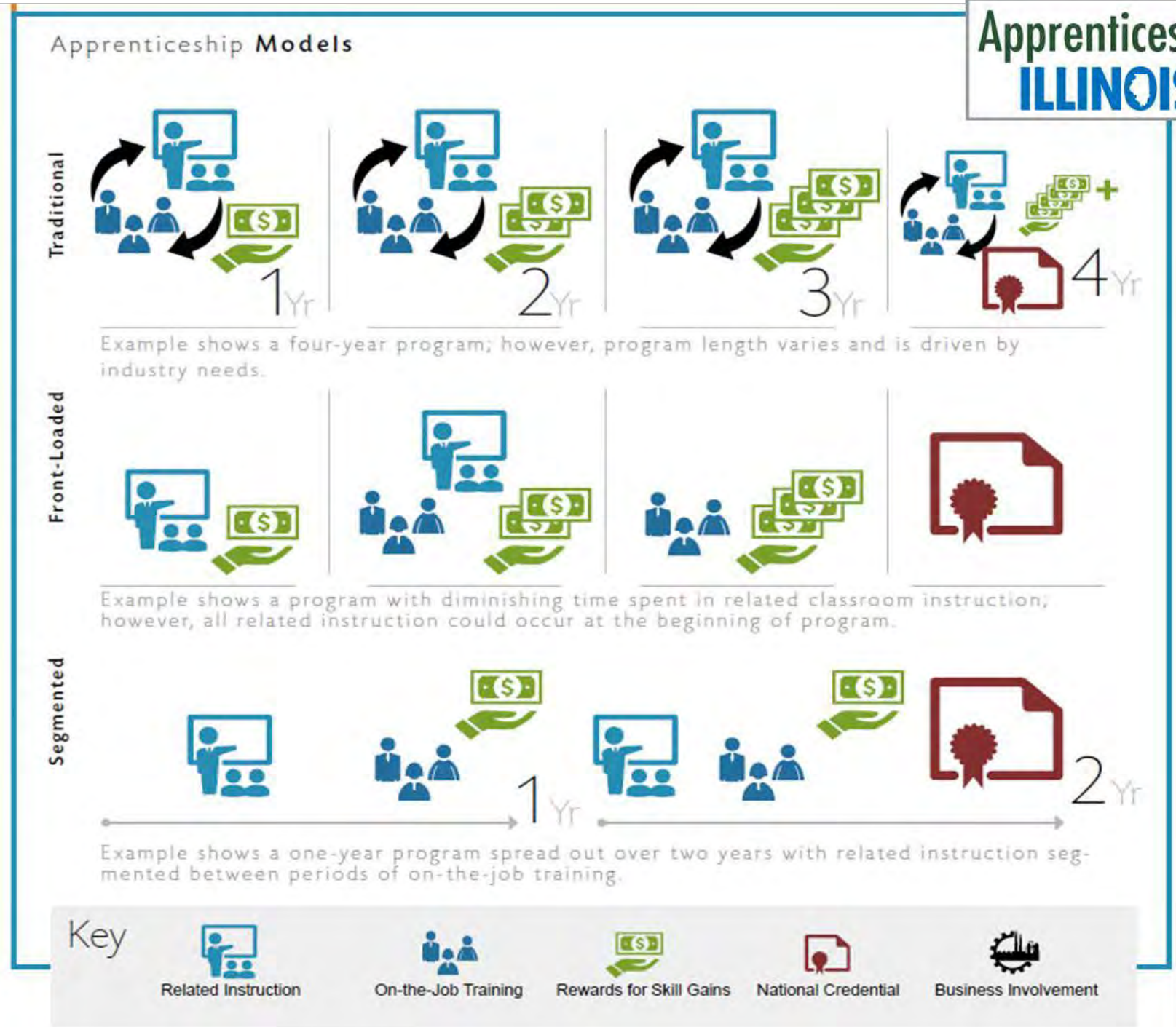- The training results in an industry-recognized credential after one to six years.

Apprenticeship Programs can be Flexible and Adaptable

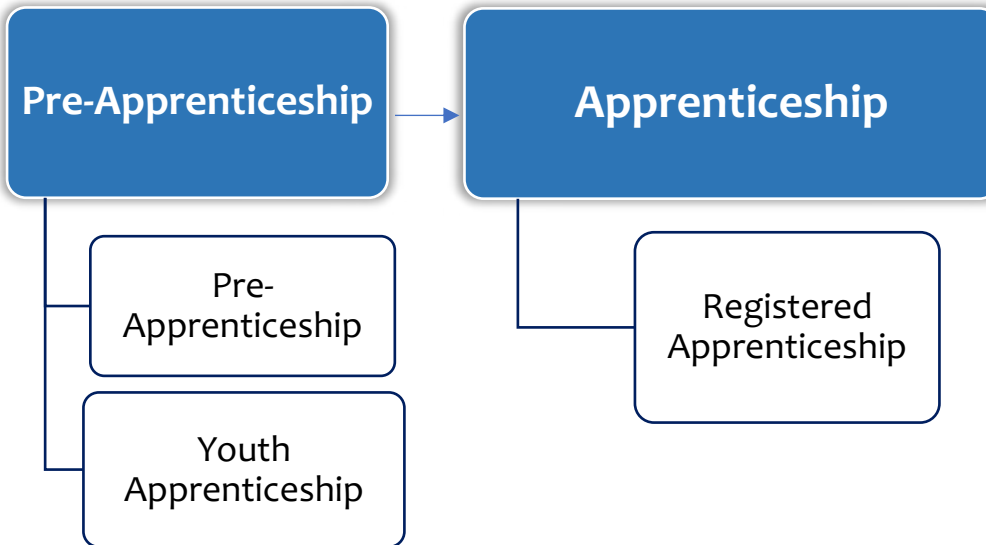Registered Apprenticeship is flexible and can adapt to employer needs.

Apprenticeship Models –

- **Traditional** – Apprentices receive both related instruction and on-the-job learning throughout the program
- **Front loaded** – Apprentices complete some related instruction before starting on-the-job learning
- **Segmented** – Apprentices alternate between related and on-the-job learning

Programs can be **time-based**, **competency-based**, or a **hybrid**. The related instruction is flexible - can be online, in a conference room, in a classroom, or a combination.
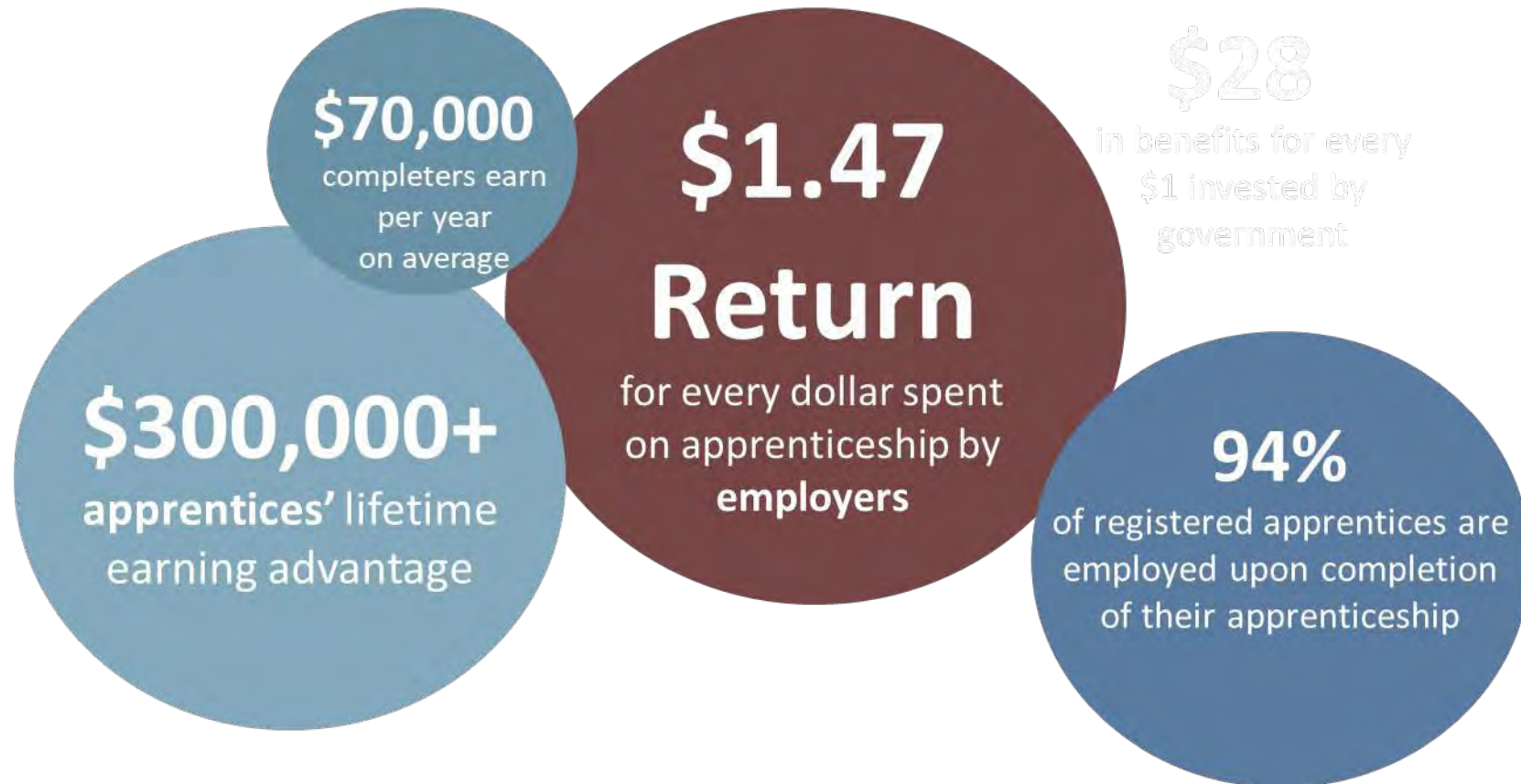

Apprenticeship **Models**

Apprenticeship **ILLINOIS**.com

Traditional

1 Yr   2 Yr   3 Yr   4 Yr

Example shows a four-year program; however, program length varies and is driven by industry needs.

Front-Loaded

Example shows a program with diminishing time spent in related classroom instruction; however, all related instruction could occur at the beginning of program.

Segmented

1 Yr   2 Yr

Example shows a one-year program spread out over two years with related instruction segmented between periods of on-the-job training.

Key — Related Instruction · On-the-Job Training · Rewards for Skill Gains · National Credential · Business Involvement

CAREER PATHWAY

Apprenticeship ILLINOIS.com

Pre-Apprenticeship → **Apprenticeship**

Pre-Apprenticeship

Youth Apprenticeship

Registered Apprenticeship

Business Involvement • Structured-on-the-Job Training • Related Instruction • Rewards for Skill Gains • Industry Recognized Credential(s)

Registered Apprenticeship has a proven track record of producing strong results for both employers and workers

Impressive Individual – Employer – Public Benefits

$70,000 completers earn per year on average

$300,000+ apprentices' lifetime earning advantage

$1.47 Return for every dollar spent on apprenticeship by **employers**

$28 in benefits for every $1 invested by government

94% of registered apprentices are employed upon completion of their apprenticeship

A Diverse Range of Industries

Health Care

Cybersecurity

Information Technology

Biotechnology

Transportation

Construction

Financial Services

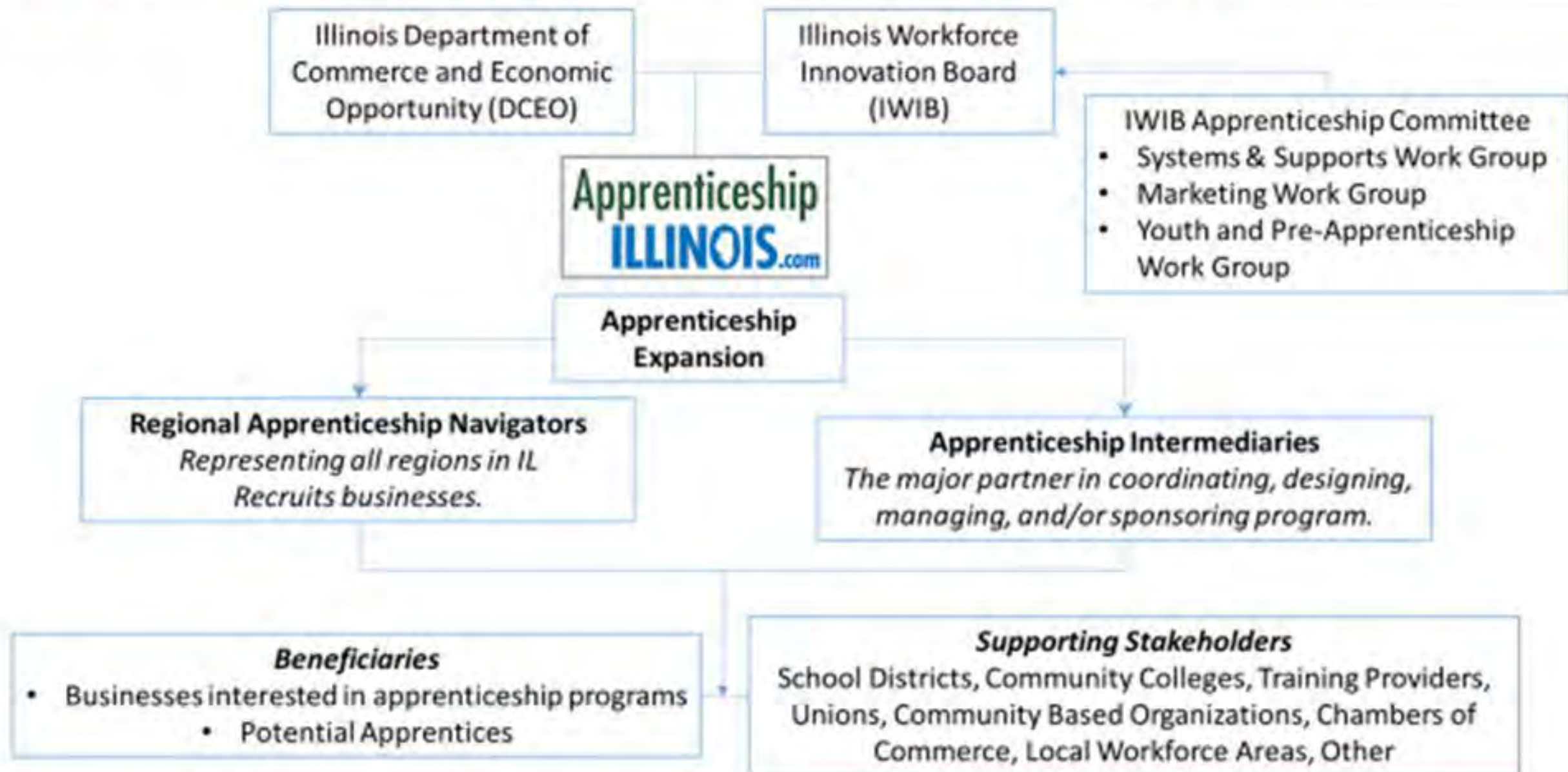Advanced Manufacturing

Hospitality

Engineering

Energy

Telecommunications

Apprenticeship Illinois Expansion

Illinois Department of Commerce and Economic Opportunity (DCEO)

Illinois Workforce Innovation Board (IWIB)

IWIB Apprenticeship Committee
- Systems & Supports Work Group
- Marketing Work Group
- Youth and Pre-Apprenticeship Work Group

Apprenticeship ILLINOIS.com

Apprenticeship Expansion

Regional Apprenticeship Navigators
*Representing all regions in IL
Recruits businesses.*

Apprenticeship Intermediaries
The major partner in coordinating, designing, managing, and/or sponsoring program.

Beneficiaries
- Businesses interested in apprenticeship programs
  - Potential Apprentices

Supporting Stakeholders
School Districts, Community Colleges, Training Providers, Unions, Community Based Organizations, Chambers of Commerce, Local Workforce Areas, Other

What is an Apprenticeship Navigator?

- Apprenticeship navigator serves as key point of contact in the region for outreach and partnership development to help expand apprenticeship programs using talent pipeline management practices.

- Navigators are also responsible for identifying intermediaries who can serve as supports (and at times sponsor) apprenticeship programs.

- Apprenticeship Navigator aka Regional Apprenticeship and Workforce Consultant, fosters the development of partnerships, get people to the starting line, "holds their hand" guiding them through the process

Best Practices Apprenticeship Navigator

- Navigators should remain unbiased on the apprenticeship strategy: Navigator should identify related technical instruction (RTI) and have community support partners for each employer client.

- Navigators should connect employers to all available funding streams.

- Navigators recruit industry associations, business organizations, labor management partnerships and talent-serving institutions such as community and technical colleges, non-profit and community-based organizations and workforce development boards to serve as intermediaries and to develop a sector-based partnership to address common pain points.

- Use the U. S. Chamber of Commerce's Talent Pipeline Management's approach to workforce development along with other business engagement best practices, navigators' primary function is to engage employers and sell the idea of apprenticeship as a strategy for addressing talent pipeline challenges.

- Labor Market Information

- Competencies and Credentials

- Common Pain Points

- Unfilled Positions

- Upskilling

- Retention

COORDINATED APPROACH

Navigator's Role:

- Lead the collaborative/sector partnership

- Organize each strategy

- Aggregate the data

- Provide workforce training resources

2. ENGAGE IN DEMAND PLANNING
Identify which positions and capabilities to focus on and how many workers are needed to fill them

6. ALIGN INCENTIVES
Improve performance through rewards and incentives

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

1. ORGANIZE EMPLOYER COLLABORATIVES
Form new employer alliances to manage the talent pipeline around a shared need

5. IMPLEMENT SHARED PERFORMANCE MEASURES
Measure the success and ROI of the talent supply chain

4. ANALYZE TALENT FLOWS
Identify current sources of qualified talent and where there are underutilized or alternative providers

TPM STRATEGIES

Communicating Demand

Strategy 1: Organize Employer Collaboratives

Strategy 2: Engage in Demand Planning

Strategy 3: Communicate Competency and Credential Requirements

Managing the Talent Supply Chain

Strategy 4: Analyze Talent Flows

Strategy 5: Building Talent Supply Chains

Strategy 6: Continuous Improvement

Strategy 5: Mapping the Value Stream
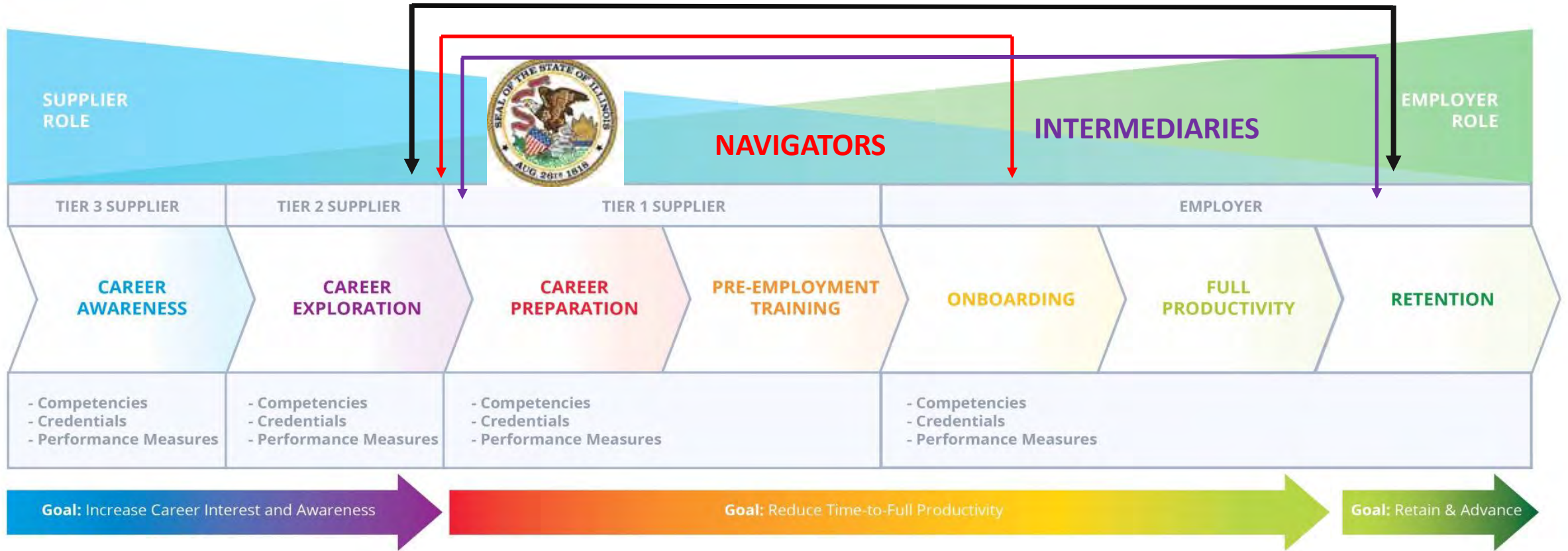
Building on Business Engagement

Three Key Phases From Business Engagement

1. Research and Prep
2. Building Relationships
3. Getting to Commitment

What tools and methods do our Apprenticeship Navigators utilize?

1. Research and Preparation
2. Build Relationships
3. "Selling" the Product
4. Getting to Commitment
5. Supporting Implementation

03 GETTING TO COMMITMENT

RESEARCH & PREPARATION

02 BUILDING RELATIONSHIPS

01

OVERLAP IN AREAS

Research and Prep

Build Relationships

Supporting Implementation

"Selling" the Product

Getting to Commitment

Where is Your Local Area?

Researching and "Mapping" Your Region
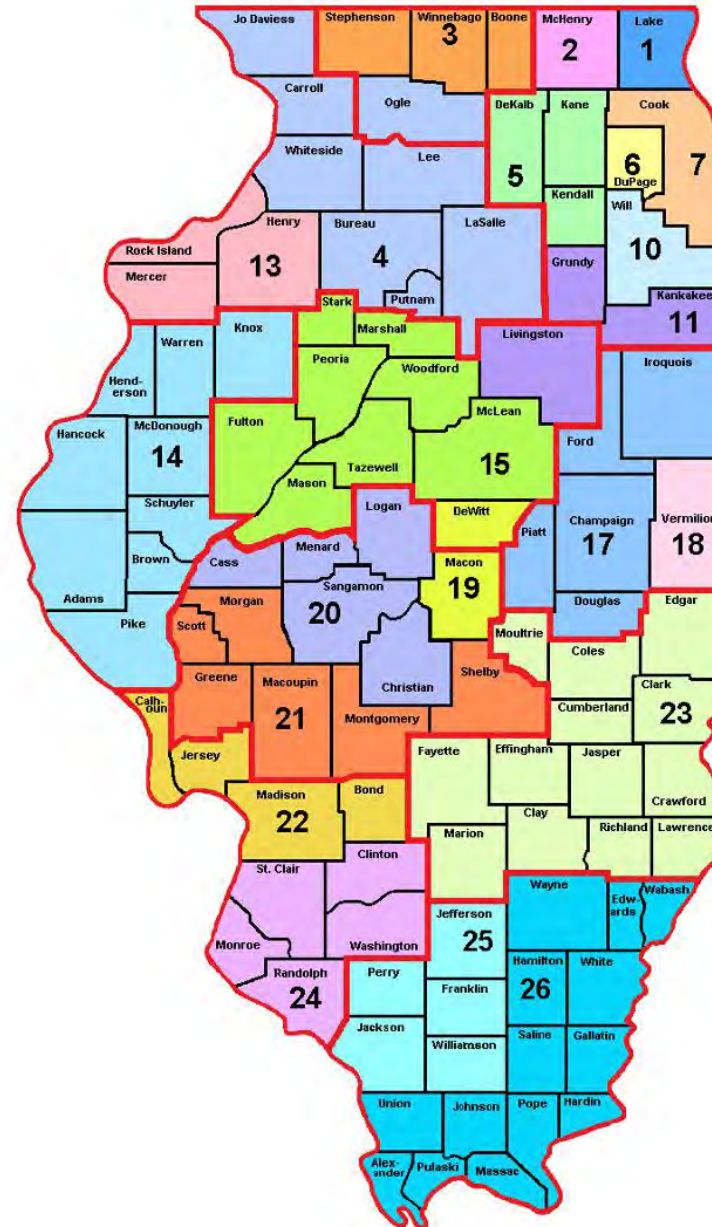
NORTHEAST ECONOMIC DEVELOPMENT REGION

Northeast EDR Counties	2013 Population Estimates	Percent of EDR Population
Cook	5,240,700	60%
DeKalb	104,741	1%
DuPage	932,126	11%
Grundy	50,228	1%
Kane	523,643	6%
Kankakee	112,120	1%
Kendall	119,348	1%
Lake	703,019	8%
McHenry	307,409	4%
Will	682,829	8%
Total Population	8,776,163	

Source: US Census Bureau Annual County Resident Population Estimates for 2013

Northeast EDR Population Centers	2013 Population Estimates	Percent of EDR Population
Chicago	2,718,782	31%
Aurora	199,963	2%
Joliet	147,806	2%
Naperville	144,864	2%
Elgin	110,145	1%
Waukegan	88,826	1%
Cicero	84,103	1%

Source: US Census Bureau Annual County Resident Population Estimates for 2013

LWIA 1
LWIA 2
LWIA 5
LWIA 6
LWIA 7
LWIA 10
LWIA 11
COMMUNITY COLLEGE
DISTRICT BOUNDARIES
& LOCATIONS

1

WIOA Professional Development americanjobcenter
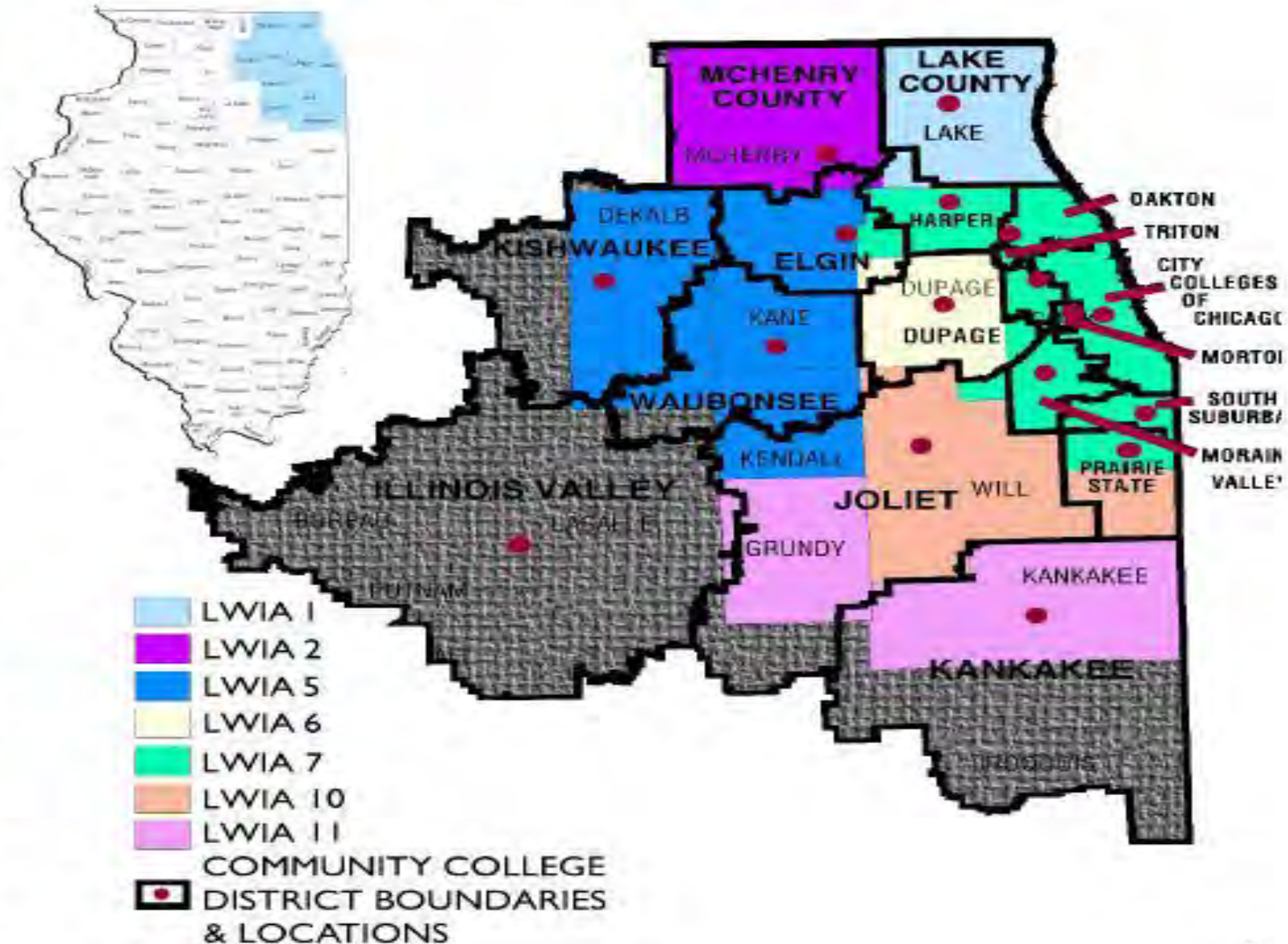
KNOW YOUR REGION

- Potential Partners – WIOA partners (IDES, DCEO, DHS-VR, ICCB), LWIAs, Business Services Reps, Chambers of Commerce, Associations, Intermediaries, Community Colleges, School Districts, CBOs, and more

- Programs – WBL, youth, pre/bridge

- Resources – meetings, funding, supports

- Occupations and Industries

- Employers
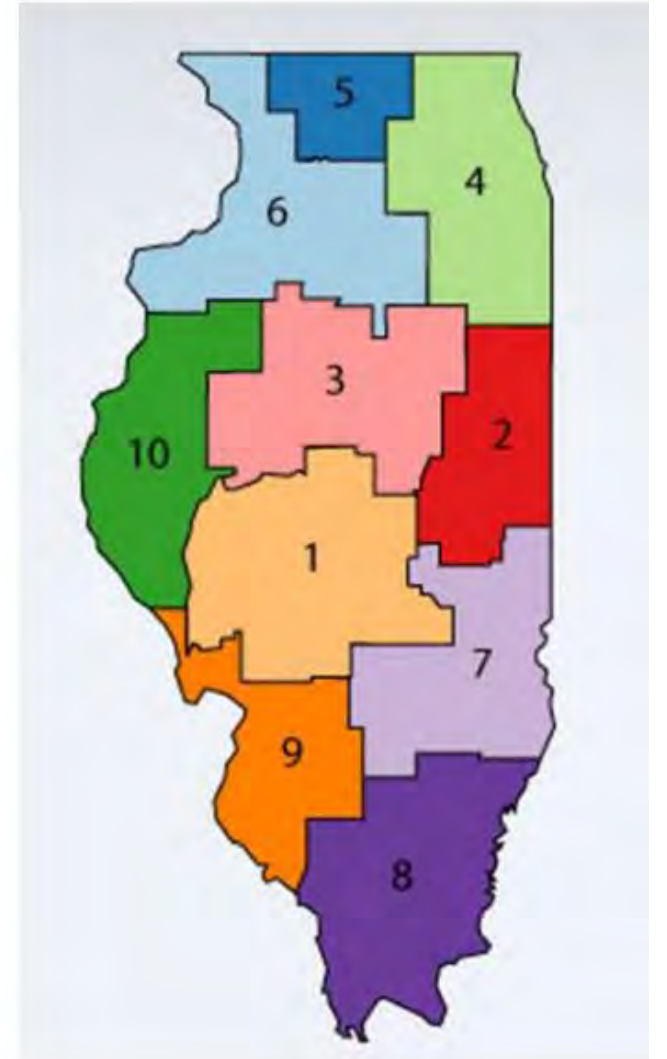
Researching and "Mapping" Your Region

- ApprenticeshipIllinois.com

- Apprenticeship Study Act

- 2021 Illinois Economic Report – IDES

- 2021 WIOA Regional and Local Planning – Regional Data Packets

https://www.illinoisworknet.com/WIOA/RegPlanning/Pages/RegionalPlanning.aspx

- Internet – finding resources and partners

- IDES Labor Market Economist

- Local Workforce Area Business Reps

- Community College Business Reps and Apprenticeship Programs

- School District programs and Education for Employment regional representatives

- American Job Centers and Services

- Regional Cooperation

  - Build an army of collaborators. Coalition of the willing.

Q & A Session

Top Tools Used to Research Employers

- Google Maps/Earth

- Illinois Virtual Labor Market Information

- Illinois Help Wanted Online

- Indeed.com

- Employer website

- Glassdoor

- Manufacturers News, Inc. for Industry

- Hoovers

Why Manufacturers News, Inc. for Industry?

Get the name of the business, address, contact person for the business, phone number for the business, NAIC's Code, number of employees, and sometimes a website.

A navigator can set up an account for membership. Login, then click " Main Menu," Performance Research will appear to build your list: Geography, Industry, Size of Company, Executive, Advanced, My Criteria, My List.

https://www.industryselect.com/

IndustrySelect®

Welcome to Industry Select

People-powered industrial data since 1912.

We profile nearly a half million industrial businesses. But we're unlike any other data provider. We don't scrape the web for outdated, inaccurate, or unreliable data. The foundation of our company profile data is built on real human research, complemented with our own proprietary technologies for data verification and quality control.

Through our team of more than 80 incredibly dedicated data researchers, we scour hundreds of sources on-and-offline to pinpoint industrial businesses, large and small. Each company is contacted multiple times annually to ensure its information remains up-to-date and complete. In total, more than two million pieces of mail are sent, one million phone calls placed, and three million emails go out to ensure the accuracy and completeness of our company profiles.

We can put you on a first name basis with over one million executive decision makers.

We dive deep into a company's make-up, identifying as many as 40 key facts about the business, including multiple contact names per company. You won't find a more powerful tool to reach the executive with the final decision-making authority. Multiple data points allow you to zero-in on your best prospects by company location, size, and industry. Proprietary business descriptions help you pre-qualify buyers of your products & services. Addresses are CASS+DPV certified and NCOA verified regularly. View a sample profile.

Some data providers inflate their numbers by including agents, reps, copy shops, and companies no longer in business. Others sell lists that are incomplete and miss many smaller companies. Only IndustrySelect does the careful, thorough, and proactive research necessary to ensure that every qualified business is included and kept current.

IndustrySelect is a service of MNI, the nation's oldest and largest compiler and publisher of industrial information. Our flagship publication, the Illinois Manufacturers Directory, dates back to 1912. Major news portals, newspapers, and radio & TV stations report the results of our research.

Thousands of organizations large & small trust IndustrySelect as their business data supplier.

What makes Industry Select unique:

- Nearly a half million industrial businesses and one million executive contacts by name & title
- The most up-to-date and complete company profiles you'll find anywhere, researched by hand
- Proprietary family tree view visually shows relationships with headquarters and subsidiaries
- Find the hottest prospects with Intent Data and clone your best customers with Customer Match
- Zero-in on your ideal prospect using up to 30 filters that include location, company size, and industry
- Lightning-fast, powerful, and reliable web-based platform accessible from any PC, Mac, or tablet
- Mobile-optimized site allows you to access company profiles on-the-go with enhanced GPS features
- Affordable options for any size business, multiple versions available to fit your unique needs

Check out what existing users say about IndustrySelect.

Start Your FREE Demo

Industry**Select**®

Quick Search | Company ▾

MAIN
Overview of your data

PERFORM A SEARCH
Find a company or person

BUILD A LIST
Select your own criteria

MANAGE DATABASES
Modify your subscriptions

RESOURCES
Tools and resources

MY DASHBOARD

MY COMPANIES

MY CONTACTS

MY NOTES

MY ALERTS

MY LISTS

MY OMITTED

MY PROFILE

Welcome to IndustrySelect, Lenora M. Dailey.

NEW! **Intent Data** from IndustrySelect can help you identify the best opportunities to find new customers and sell what's in demand. Learn More.

We are seeking Premium users to test our **new Salesforce integration**. If you are a Premium user and use Salesforce CRM, please let us know.

ALERT! You have 1 database subscriptions expiring within the next 30 days. Please renew now to prevent a disruption of service.

You are currently working with the **Illinois Manufacturers** database.

Perform a Search
Quickly look up a single company or contact by name, phone, address, brand or web/email

Build a List
Build a custom list from more than two dozen criteria, and print reports/labels or export records

Manage Databases
Select which databases you wish to work with, add new databases, and renew expiring subscriptions

Resources
Watch our short training videos to get to know IndustrySelect and get answers to common questions

Get Support
Contact our team on an unlimited basis with any technical or system questions you may have

Training Webinar
Attend our live training webinars for a complete overview of IndustrySelect features and functions

Industry Select ®

Quick Search [ ] Company [v] 🔍

MAIN
Overview of your data

PERFORM A SEARCH
Find a company or person

BUILD A LIST
Select your own criteria

MANAGE DATABASES
Modify your subscriptions

RESOURCES
Tools and resources

1,267 companies ➤

GEOGRAPHY

INDUSTRY

SIZE

EXECUTIVE

ADVANCED

MY CRITERIA

MY LIST

? State/Province
[   ] ➡

? Region
[   ] ➡

? Metro Area
[   ] ➡

? County
[   ] ➡

? City
[   ] ➡

? Area Code
[   ] ➡
Bulk Add

? Zip Code
[   ] ➡
Bulk Add

? Radius
Within [   ] miles of [Zip] ➡

My Target Geography (Click to Remove)

States
Searching All States

Regions
Searching All Regions

Metro Areas
Searching All Metro Areas

Counties (1)
Cook County, IL

Cities (1)
Chicago, IL

Area Codes
Searching All Area Codes •

Zip Codes
Searching All Zip Codes

Radius
Searching All Radius

ndustry Select®

Quick Search

Company ▼

MAIN
Overview of your data

PERFORM A SEARCH
Find a company or person

BUILD A LIST
Select your own criteria

MANAGE DATABASES
Modify your subscriptions

RESOURCES
Tools and resources

EOGRAPHY

IDUSTRY

ZE

XECUTIVE

DVANCED

Y CRITERIA

Y LIST

The following **1,267 companies** match the criteria you have selected.

My List Results

☒ Omit	Company	City ▼	State	SIC	Emp	Phone
☐	123 Remodeling Inc.	Chicago	IL	1521	15	773-685-6095
☐	A & A Midwest Rebuilders Suppliers, Inc.	Chicago	IL	5084	50	773-624-6111
☐	A & E Rubber Stamp Corp.	Chicago	IL	3953	5	312-575-1416
☐	A New Dairy, Inc.	Chicago	IL	5143	30	312-421-1234
☐	A. Lava & Son, Co.	Chicago	IL	2299	80	773-254-2800
☐	A. Pomerantz & Co.	Chicago	IL	5021	50	312-929-3335
☐	Aabbitt Adhesives, Inc.	Chicago	IL	2891	60	773-227-2700
☐	Aabbitt Adhesives, Inc.	Chicago	IL	2891	35	773-227-2700
☐	A-American Custom Flooring, Inc.	Chicago	IL	5031	12	773-588-6200
☐	Abacus Scales & Systems	Chicago	IL	5046	10	773-847-5445
☐	ABC Diamonds	Chicago	IL	5094	4	312-236-9091
☐	ABC Printing Company	Chicago	IL	2759	20	773-774-8282
☐	Able Distributors, Inc.	Chicago	IL	5075	50	773-889-5555
☐	Able Electropolishing Co., Inc.	Chicago	IL	3471	200	773-277-1600
☐	Abruzzo Graphics, Inc.	Chicago	IL	2759	2	773-582-4648
☐	Academy Of Nutrition & Dietetic	Chicago	IL	2721	100	312-899-0040
☐	Access Casters, Inc.	Chicago	IL	5084	10	773-881-4186
☐	ACCIONA Energy North America Corp.	Chicago	IL	3511	100	312-673-3000
☐	Accurate Fire Equipment Co.	Chicago	IL	7389	5	773-622-8686
☐	Accurate Products, Inc.	Chicago	IL	3069	48	773-878-2200
☐	Ace Fashion Trading Co.	Chicago	IL	5094	5	773-728-0300
☐	Ace Industries	Chicago	IL	3469	25	773-927-2711
☐	Ace Sand Blast Co.	Chicago	IL	3471	10	773-777-6654
☐	ACHE	Chicago	IL	2741	100	312-424-2800
☐	Acid Products Co., Inc.	Chicago	IL	5169	32	773-254-5222

Chicago Meat Authority, Inc. *Company ID: 1243753*

Contact Information

Physical Address: 1120 W. 47th Pl.
Chicago, IL 60609
Cook County

Mailing Address: 1120 W 47th Pl
Chicago, IL 60609-4302

Phone: 773-254-3811
Toll Free: 800-383-3811
Fax: 773-254-5851

Website: www.chicagomeat.com
Company Email: customerservice@ chicagomeat.com

Company Information

Employees: 300
Annual Sales: $54Mil (estimated ▪)
Square Footage: 25,000

Year Established: 1991
Distribution Area: International
Ownership: Private Corporation
District: IL 3rd Congressional District

Social Media

Map & Driving Directions

View Map

Driving Directions from 1333 West Argyle, Chicago, Illinois [Go]

✓ Report Missing or Outdated Data

Product/Service Information

Business Description: Meat processing

Business Classification: MEAT PACKING & PROCESSING

SIC Code: 2011 — Meat packing plants
NAICS Code: 311611 — Animal (except Poultry) Slaughtering

IndustrySelect®

✓ Report Missing or Outdated Data

Product/Service Information

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Executives at this Location

	Name	Title	Function
💾 📇 in ✉	Mr. Jordan M. Dorfman	President	Chief Executive
💾 📇 in ✉	Mr. Ray Kozlowski	Vice-President	Executive

My Notes

Add New Note: [_____] [Public ▼] [Add]

Potential Competitors

Fremont Beef Company Fremont, NE	**Cloverdale Foods Co.** Mandan, ND	**NSP Quality Meats** Owasso, OK
Kowalski Sausage Co., Inc. Hamtramck, MI	**Hebrew National** Quincy, MI	**Meats By Linz** Calumet City, IL
Cargill Meat Solutions Corp. Newnan, GA	**Boar's Head Provisions Co., Inc.** Sarasota, FL	**Quality Food Processors** Denison, IA
Smithfield Foods, Inc. Mason City, IA	**Strauss Brands, Inc.** Franklin, WI	**Boar's Head Provisions Co., Inc.** Petersburg, VA
US Foods, Inc. Vista, CA	**Rantoul Foods, LLC** Rantoul, IL	**Stampede Meat, Inc.** Santa Teresa, NM
AVA Pork Products, Inc. Hicksville, NY	**Dold Foods, Inc.** Wichita, KS	**Swift Prepared Foods** Elkhart, IN
John F. Martin & Sons, Inc. Stevens, PA	**Kunzler & Co., Inc.** Lancaster, PA	**D. L. Lee & Sons** Alma, GA
Smithfield Foods, Inc. Kansas City, MO	**Eastern Shore Poultry Co., Inc.** Georgetown, DE	**Fontanini Foods, LLC** McCook, IL
Tyson Prepared Foods, Inc. North Richland Hills, TX	**Kroger Co., The** Denver, CO	**Kenosha Beef International Ltd.** Kenosha, WI
Don Lee Farms Inglewood, CA	**Rochester Meat Co.** Rochester, MN	**Dan's Prize, Inc.** Long Prairie, MN

View All Competitors

Buyer Interest

Number of times buyers are searching IndustryNet ⬚ to purchase products/services offered by **Chicago Meat Authority, Inc.**:

— Meat Packing & Processing

Number of times buyers are searching IndustryNet ⬚ to purchase from **Chicago Meat Authority, Inc.** vs. its competitors:

— Chicago Meat Authority, Inc.   — Competitor Average

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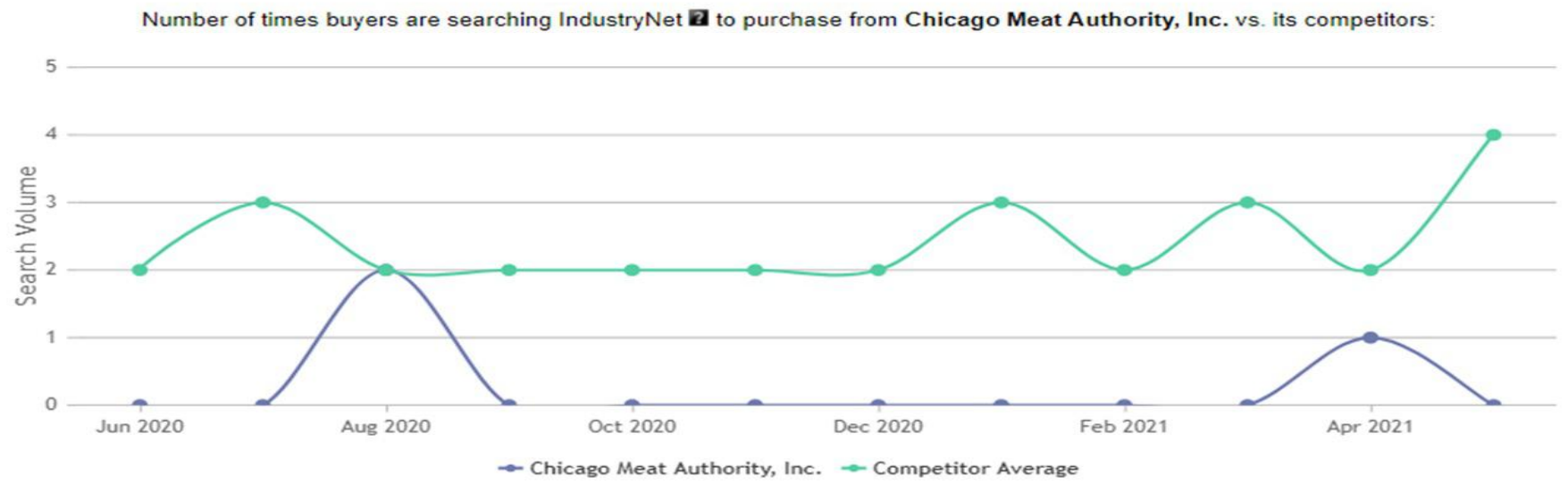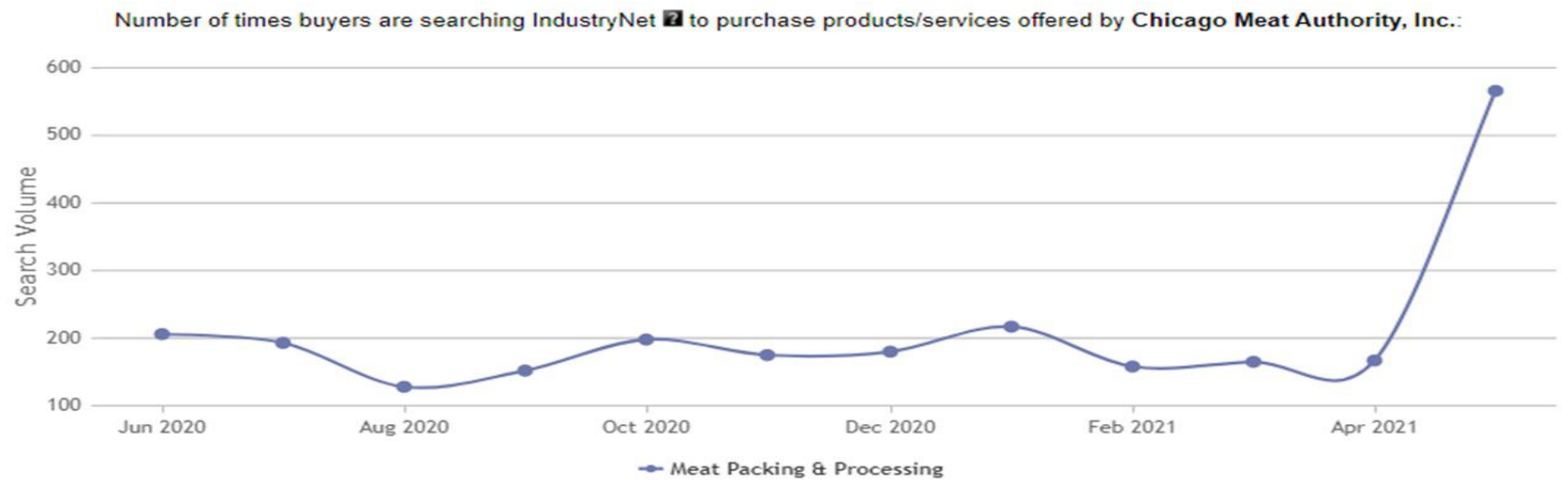
Other Research and Prep Tools

Illinois Help Wanted Online (HWO) is a resource dedicated to the top 20 employers and the top 20 job postings in an Economic Development Region.

A Navigator can use this information to know what employment opportunities are prevalent in the region and can focus on apprenticeship opportunities for the jobs in most demand.

The information compiled in HWO is done by a Labor Market Analyst/Economist (LMA) with the Illinois Department of Employment Security (IDES).

https://www2.illinois.gov/ides/lmi/Pages/HWOL.aspx

IDES
ILLINOIS DEPARTMENT OF EMPLOYMENT SECURITY

Economic Development Region 4 | Northeast
June 2021

EMPLOYER	JOB POSTINGS
Amita Health	1,058
Northwestern University	721
University of Chicago	605
Chicago Public Schools	545
Allied Universal	506
Starbucks	484
Deloitte	422
Accenture	333
JP Morgan Chase	331
Aurora Health Care	326
Loyola	324
Walgreens	316
Anthem Blue Cross	310
CVS Health	300
CDW	291
KPMG	248
Health Care Service	244
Rush University Medical Center	241
Illinois School District U 46	213
Menards	196

ILLINOIS EDRs

1 - Central
2 - East Central
3 - North Central
4 - Northeast
5 - Northern Stateline
6 - Northwest
7 - Southeastern
8 - Southern
9 - Southwestern
10 - West Central
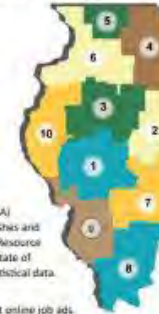
Technical Notes:

1. The Economic Information & Analysis (EI&A) Division collects, compiles, analyzes, publishes and distributes a variety of Workforce, Career Resource and Labor Market Information and is the State of Illinois' primary source of labor market statistical data. CLICK HERE for EI&A Data and Statistics.

2. This report represents employers that post online job ads. Hiring practices of some industries, such as construction, do not typically post their job openings online.

3. The Conference Board Help Wanted OnLine® Data Series (HWOL) measures the number of new, first-time online job ads and job ads reposted from the prior month from more than 16,000 internet job boards, corporate boards and smaller job sites that serve niche markets and smaller geographic areas. From time-to-time, ads used in the HWOL Data Series may have inaccurate location information listed. These inaccuracies are addressed and corrected on an ongoing basis.

OCCUPATION	JOB POSTINGS
Registered Nurses	2,109
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	2,032
Retail Salespersons	1,769
Software Developers, Applications	1,751
Managers, All Other	1,669
Customer Service Representatives	1,316
First-Line Supervisors of Retail Sales Workers	1,266
Laborers and Freight, Stock, and Material Movers, Hand	999
Marketing Managers	994
General and Operations Managers	929
Medical and Health Services Managers	881
Sales Managers	876
Security Guards	843
Heavy and Tractor-Trailer Truck Drivers	772
Combined Food Preparation and Serving Workers, Including Fast Food	737
Human Resources Specialists	725
Management Analysts	657
Nursing Assistants	625
Maintenance and Repair Workers, General	587
First-Line Supervisors of Food Preparation and Serving Workers	574

Research and Prep – Indeed.com

Indeed.com

- A navigator can use Indeed.com to research a business. This information tells you what positions the business has posted.

- A navigator can also look at the posting to see if there are Talent Pipeline Management (TPM) issues such as, the business having an unrealistic job posting or seeking skills that can be built after hiring.

- A navigator can compare salary with other like businesses to see if money might be the cause for unfilled positions.

- The navigator can see how long the position has been posted. This information is used to talk about return on investment that apprenticeships can increase.

  https://www.indeed.com/

Research and Prep – Company Website

Why go to an employer's website?

- A navigator can research the company's website. Look at the company's mission statement, vision statement, and look around the site.
- The mission statement and vision statement will help you understand to company's stated values. Does the company value people or is the company focused on accuracy and being lean.
- Industry - Manufacturing = Chemical --- surprise!
- Subsidiary of another company
- Partner's listed
- Perceive how tech savy – indicative of other things
- Employment opportunities.

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Current Openings

Language

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Current Openings (10 of 11)

e.g., Jobs in California, Jobs posted last month, Sales Manager, etc

Sanitation - 3rd Shift Only
Chicago, IL, US
7 days ago, Full Time

General Laborer
Chicago, IL, US
+1 MORE LOCATIONS
7 days ago, Full Time

Sanitation Lead - 3rd Shift Only
Chicago, IL, US
30 days ago, Full Time

Quality Control Lead
Chicago, IL, US
30 days ago, Full Time

Warehouse Supervisor
30+ days ago

Stand-Up Forklift Driver
Chicago, IL, US
30+ days ago

Organizing the Information

How to and why organize your research and information?

- Organizing the Information

- Spreadsheets/databases take time to build

- On a quarterly basis, Navigators have to submit a spreadsheet on engaged employers and partners

- Hard to remember everything

- Build your research that helps "paint a bigger picture"

- Share

Cook County Company - Over 500 Employees

Cook County Company - Over 500 Employees

Company	Appraiser Interval	Address	City Cor	Mail City	State	Mailing Zip	Goals Contact	email	Human Resource	Human / Commercls Sration	SIC Cor
Ford Motor Co., Chicago Assembly Plt.	Yellow - Maybe	12600 S. Torrence Ave.	Chicago	12600 S Chicago	IL	60633-1111	Kosie Kohler	Director, Human Resource	Samuel Warsack	Human Resource	3711
Helion Pierce Products L. P.	Blue - Hal interest	601 E. Algonquin Rd.	Schaumburg	601 E Al Schaumburg	IL	60173-3803	Darrie Green	CEO	Lori Brown	Director Of Human Resource	2838
SbC Electric Company	Yellow - Maybe	6601 N. Ridge Blvd.	Chicago	6601 N R Chicago	IL	60626-3504	Albert Baladi	President, CEO	Donna Boggell	Human Resource	3613
Here Health Service, LLC		425 W. Randolph St.	Chicago	425 W. R Chicago	IL	60606	David Calhoun	Executive Vice-President, COO	Bertrand-Marc Allen	Ex. Vice-President, Director & Services	7372
Kraft Heinz Foods Co.		200 E. Randolph St., Str. 7600	Chicago	200 E Ra Chicago	IL	60601-7720	Jim Clasners	CEO	Lawson Wilson	Associate Hr Manager	2099
Durable Packaging International, Inc.	Blue - Hal interest	750 Northgate Pkwy.	Wheeling	750 Nor Wheeling	IL	60858-2660	Bruce Rold	GH & Plant Manager	Sandy Martin	Human Resource Manager	3492
US Foods, Inc.	Yellow - Maybe	9399 W. Higgins Rd., Str. 500	Rosemont	9399 W Rosemont	IL	60018-4902	Daniel Lick	CEO	David Werks	Chief Human Resource Officer, Executive Vice President	2011
Herminator, Inc.		22 W. Washington, 7th Fl.	Chicago	22 W W. Chicago	IL	60602-1687	De Cason	Founder & Ex. Chairman	Dennie Li	Human Resource	2711
Federal-Mogul Motorparts, Sealing, Engine & Underhead Service	Yellow - Maybe	7450 N. McCormick Blvd.	Skokie	7450 Ho Skokie	IL	60076-4045	Craig Perrdmen	Global Vice-President, Chassis	Lana Dalley	Human Resource Manager Talrel Acquisition	3853
Ford Motor Co., Chicago Stamping Plt.		1800 E. Lincoln Hwy.	Chicago Heights	1800 E L Ford Heights	IL	60411-5804	Ronald Lemay	Plant Manager	Greor Casino	Human Resource Manager	3711
PepsiCo, Inc., Gaoker Tropicana Golarade Div.		555 W. Monroe St.	Chicago	555 W. N Chicago	IL	60661	Angel Hendro	President	Angela Coleman	Director, Human Resource, Inc. Pepsico, Inc.	2045
Astellae Pharma US, Inc.		1 Astellas Way	Northbrook	1 Astell Northbrook	IL	60062-6111	Kelsie Warren	President, CEO	Michael Roosi	Director Of Human Resource	5122
Teclair Rall Industries, LLC		74815 S. Cicero Ave.	Chicago	74815 C Chicago	IL	60629-5018	Higerd Dalrinio	Chairman, CEO	Natalie Corrcie	Human Resource Director	2064
Motorola Mobility, LLC		222 W. Merchandise Mart Plz., Str. 1800	Chicago	222 Mer Chicago	IL	60654-4203	Louie Silore	President	Alier Li	Human Resource	3663
Boroshkeo Beverage Illinois, LLC		9393 S. Laramie Ave.	Cicero	9393 S L Cicero	IL	60804-4528	Don Glaeser	President, Midwest	Lien Calamore	Vice-President, Human Resource	5182
Aviolor, Inc.		2901 Patriot Blvd.	Glenview	PO Box Harlen Greer	IL	60853-8278	Kelly Geforth	President, CEO	Halesha Jeffries	Executive Vice-President, CIO	5065
Woodward, Inc.		6500 Howard St.	Niles	6500 W I Niles	IL	60714-3405	Jor Maaserle	Director, Supply Chain	Snell Hrska	Human Resource Director	3825
Motorola Solutions, Inc.		500 W. Monroe St.	Chicago	500 W. N Chicago	IL	60661	Sergio Penion	Chairman, CEO	Sanjay Vanjani	Executive Vice-President, CFO	3669
Central Steel & Wire Co.		3000 W. 51st St.	Chicago	PO Box Chicago	IL	60608-5100	Greg Brown	President, CEO	Linda Carpenter	Human Resource	5051

Build Relationships with Partners and Employers!

- Relationships are everything and should flow both ways
- Overlap of research and relationships - Meeting everyone, visiting everywhere, learning about anything – you can connect the dots
- Chambers of Commerce - a wealth of information!
- Everyone should know you or have heard of you – be that connector – give them the ideas
- You never know what ripple effect that can have

Building Relationships - Employers

LISTEN more than you talk! Here are some sample questions:

- What positions have the highest turnover?

- Do you anticipate the retirement of highly skilled workers soon?

- What challenges have you encountered helping workers keep pace with industry advances?

- If your company has diversity goals and strategies, do you have difficulty attracting new and more diverse talent pools?

- How are you currently addressing these challenges?

- Which solutions have been most successful? Less successful?

Apprenticeship ILLINOIS.com

Discovery Questions, Active Listening, & Uncovering Pain Points

Presenting Apprenticeship as a Workforce Solution

Example Discovery Questions

- Tell me about your organization. *(Do your research beforehand)*
- What is your role?
- What are your hardest positions to fill?
- How many openings do you typically have per year?
- What are the skills required for those positions?
- What are the education/credentials required for those positions?
- What do company policies or practices require for those positions? For example: Do they have to have a bachelor's degree?
- How do you typically recruit applicants?
- How do you typically screen applicants?
- What skills are missing in the candidates that apply?
- What do you think the barriers are to getting high quality candidates?
- How do you onboard new employees?
- What training do you provide in-house?
- What training do you send your new hires or incumbent workers to?
- Does the training you provide/send your people to produce the skills you need?
- How many of your employees eligible for retirement within the next five years?
- What are your turnover or retention rates?
- Have you calculated your cost of turnover?

Confirm Understanding

- Let me restate that to make sure I understand...
- The occupations you have the hardest time filling are...

What do you need? What is the biggest need to hit numbers or grow?

Clarifying questions – root cause healthcare providers need RNs, but may actually need specifically trained skills for critical care areas

Tour facilities – need welders! – but what kind of welder?

Need Industrial maintenance!

Actually need machinist – Not everyone calls it the same thing

Building Relationships/Networking/Collaboration

- Building Relationships
  - Connecting Employers to other Employers
  - Networking and Collaboration
  - Referrals
  - Supporting businesses, intermediaries, education/training providers, potential apprentices
  - Education and awareness
- Methods of connecting with employers and networking?
  - Chamber of Commerce events
  - Existing programs
  - Employers who had programs but now don't have apprentices
  - Hosting a regional Event
- Referrals
  - How do you refer or connect people?
  - Who's your team?
  - How do you share info...demonstrate and have screen shots.
- More than one-touch
- Elevator Speech
- Have to be fluid.

Building Relationships –Connecting with Employers

- If you know the "landscape" of your region, you'll know with whom you could connect them with, whether another employer, or a chamber or a training provider or an existing intermediary

- Create a chance for like employers in similar industry to share what they are doing – industry specific – kind of like a community of practice

- Connect with intermediaries, associations, CBOs, LWAs, etc., before the employers, and then you can help connect the employers to the right source(s)

- Continual contact/check-ins with the businesses will strengthen the relationship and build trust.

Q & A Session

October 28, 2020

Support Existing and Help Establish New Intermediaries!

- A navigator needs the help of intermediaries to grow apprenticeships.

- A navigator should become very knowledgeable on how an intermediary functions and what programs are offered.

- Train new intermediaries and work closely with intermediaries to build and support apprenticeships.

- Share resources with intermediaries and connect them with businesses

Left column

⊞ Harper College   *Apprenticeship*

Attachment 8A: On-the-Job Learning and Education Outline
Retail and Sales Manager
(Existing Title: Retail Store Manager)

O*Net Code	RAPIDS Code
41-1011	0578

Section 1 – On-the-Job Learning
[29 CFR 29.5(b)(2)]

1. During the Apprenticeship, the Apprentice shall receive work experience and job related education in all phases of the occupation, including safe work practices, necessary to develop the skill and proficiency of a skilled professional.

2. The program sponsor or its designated apprenticeship committee must ensure Apprentices are rotated throughout the various work processes to ensure a well-rounded professional upon completion of the Apprenticeship, and identify what methodology will be used to track progression of experience on-the-job.

3. Such on-the-job training shall be carried on under the direction and guidance of a qualified professional.

The following identifies the major work processes in which Apprentices will be trained

	Harper Hours
Company Orientation	250
1. Knowledgeable of company product(s) and services; keeps current on new and comparable products and services by competitors.	
Management	1958

2. Manage, plan, direct, or coordinate activities of staff as directed in branches, offices or departments; shares information openly.
   3. Prepare various reports by collecting, analyzing, and summarizing information pertinent to company product(s) or services; assist with company strategic assessment, evaluation and planning activities.
   4. Apply a variety of marketing and sales practices to diverse situations; understands local, state and federal rules and regulations related to company products and services.	

Leadership	1958

5. Identify and critically analyze problems; formulate alternative solutions; take or recommend appropriate actions; follow up to ensure a smooth sales process and process transactions.
   6. Service existing accounts, obtains orders, and establishes new accounts to attain and sustain individual, departmental, and company sales goals.
   7. Effectively communicate, use good interpersonal skills to influence others in order to meet organizational goals; relates well to all kinds of people; is able to speak well and write effectively; works well and contributes as part of a sales team.	

Customer Service	334
8. Establish and maintain relationship with individuals or customers and provide assistance to solve problems and/or issues these customers may encounter; actively seek for ways to identify market demands to meet customer needs.	
Total Hours (Guideline) Harper College	4500

Right column

Attachment: On-the-Job Learning and Education Outline
Hospitality & Retail Associate

O*Net Code	RAPIDS Code

Section 1 – On-the-Job Learning
[29 CFR 29.5(b)(2)]

1. During the Apprenticeship, the Apprentice shall receive work experience and job related education in all phases of the occupation, including safe work practices, necessary to develop the skill and proficiency of a skilled professional.

2. The program sponsor or its designated apprenticeship committee must ensure Apprentices are rotated throughout the various work processes to ensure a well-rounded professional upon completion of the Apprenticeship, and identify what methodology will be used to track progression of experience on-the-job.

3. Such on-the-job training shall be carried on under the direction and guidance of a qualified professional.

The following identifies the major work processes in which Apprentices will be trained

Hospitality & Retail Training	Hours
Company Orientation	250
1. Knowledgeable of company product(s) and services; keeps current on new and comparable products and services by competitors.	
Management	200

2. Manage, plan, direct, or coordinate activities of staff as directed in branches, offices or departments; shares information openly.
   3. Prepare various reports by collecting, analyzing, and summarizing information pertinent to company product(s) or services; assist with company strategic assessment, evaluation and planning activities.
   4. Apply a variety of marketing and sales practices to diverse situations; understands local, state and federal rules and regulations related to company products and services.	

Leadership	200

5. Identify and critically analyze problems; formulate alternative solutions; take or recommend appropriate actions; follow up to ensure a smooth sales process and process transactions.
   6. Service existing accounts, obtains orders, and establishes new accounts to attain and sustain individual, departmental, and company sales goals.
   7. Effectively communicate, use good interpersonal skills to influence others in order to meet organizational goals; relates well to all kinds of people; is able to speak well and write effectively; works well and contributes as part of a sales team.	

Customer Service	750
8. Establish and maintain relationship with individuals or customers and provide assistance to solve problems and/or issues these customers may encounter; actively seek for ways to identify market demands to meet customer needs.	
Supply Chain & Stock Management	400
9. Knowledgeable on the use of bar codes and how supply chains operate. 10. Understand the importance of keeping stock available.	
Credit Card & Security Basics	100
11. Understand the importance of credit card fraud and how to maintain credit card security. 12. Understand the impact of shoplifting and theft of company property.	

<table>
<tr><th colspan="2">#6) Service existing accounts, obtains orders, and establishes new accounts to attain and sustain individual, departmental, and company sales goals.</th><th>Proficient in Task</th><th>Completion Date</th></tr>
<tr><td>21</td><td>Understand the company business mission</td><td></td><td></td></tr>
<tr><td>24</td><td>Work collaboratively with other team members to meet department and company goals</td><td></td><td></td></tr>
<tr><td>23</td><td>Understand established personal performance sales goals and actively work to successfully meet them</td><td></td><td></td></tr>
<tr><td>24</td><td>Work to grow customer base for company</td><td></td><td></td></tr>
<tr><th colspan="2">#7) Effectively communicate, use good interpersonal skills to influence others in order to meet organizational goals; relates well to all kinds of people; is able to speak well and write effectively; works well and contributes as part of a sales team.</th><th>Proficient in Task</th><th>Completion Date</th></tr>
<tr><td>25</td><td>Consistently displays professionalism and confidence</td><td></td><td></td></tr>
<tr><td>26</td><td>Effectively adjusts to changes in work processes and environment and alters behavior and efforts to align with evolving situations</td><td></td><td></td></tr>
<tr><td>27</td><td>Demonstrate effective communications; verbal, non-verbal, and written</td><td></td><td></td></tr>
<tr><td>28</td><td>Utilize multiple channels or means to communicate important messages (memos, newsletters, email, meetings, etc.)</td><td></td><td></td></tr>
<tr><td>29</td><td>Effectively conduct formal presentations to staff, management or customers</td><td></td><td></td></tr>
<tr><td>30</td><td>Illustrate good use of interpersonal skills relating well to team members and customers</td><td></td><td></td></tr>
<tr><td>31</td><td>Use culturally sensitive interpersonal skills and present acceptable attitudes interacting with team members and customers</td><td></td><td></td></tr>
<tr><th colspan="2">#8) Establish and maintain relationship with individuals or customers and provide assistance to solve problems and/or issues these customers may encounter; actively seek for ways to identify market demands to meet customer needs.</th><th>Proficient in Task</th><th>Completion Date</th></tr>
<tr><td>33</td><td>Support beginning and ongoing relationships with customers and maintain confidentially</td><td></td><td></td></tr>
<tr><td>34</td><td>Assist to resolve problems and issues encountered by customers in accordance to company policies</td><td></td><td></td></tr>
<tr><td>35</td><td>Assist in applying marketing practices helpful to a variety of company situations</td><td></td><td></td></tr>
<tr><td>36</td><td>Monitor market demands to meet current and future customer needs</td><td></td><td></td></tr>
</table>

<table>
<tr><th colspan="2">#8) Establish and maintain relationship with individuals or customers and provide assistance to solve problems and/or issues these customers may encounter; actively seek for ways to identify market demands to meet customer needs.</th><th>Proficient in Task</th><th>Completion Date</th></tr>
<tr><td>32</td><td>Support beginning and ongoing relationships with customers and maintain confidentially</td><td></td><td></td></tr>
<tr><td>33</td><td>Assist to resolve problems and issues encountered by customers in accordance to company policies</td><td></td><td></td></tr>
<tr><td>34</td><td>Assist in applying marketing practices helpful to a variety of company situations</td><td></td><td></td></tr>
<tr><td>35</td><td>Monitor market demands to meet current and future customer needs</td><td></td><td></td></tr>
<tr><th colspan="2">#9) Knowledgeable on the use of bar codes and how supply chains operate.</th><th>Proficient in Task</th><th>Completion Date</th></tr>
<tr><td>36</td><td>Understand the information contained in a bar code.</td><td></td><td></td></tr>
<tr><td>37</td><td>Effectively communicate the steps in a supply chain.</td><td></td><td></td></tr>
<tr><th colspan="2">#10) Understand the importance of keeping stock available.</th><th>Proficient in Task</th><th>Completion Date</th></tr>
<tr><td>38</td><td>Assist in ordering stock when needed.</td><td></td><td></td></tr>
<tr><td>39</td><td>Assist in inventory control measures.</td><td></td><td></td></tr>
<tr><th colspan="2">#11) Understand the importance of credit card fraud and how to maintain credit card security.</th><th>Proficient in Task</th><th>Completion Date</th></tr>
<tr><td>40</td><td>Effectively communicate how much credit card fraud effects the business.</td><td></td><td></td></tr>
<tr><td>41</td><td>Effectively communicate ways to reduce credit card fraud and the policies in place regarding credit card fraud reduction.</td><td></td><td></td></tr>
<tr><td>42</td><td>Illustrate good credit card handling and processing procedures.</td><td></td><td></td></tr>
<tr><th colspan="2">#12) Understand the impact of shoplifting and theft of company property.</th><th>Proficient in Task</th><th>Completion Date</th></tr>
<tr><td>43</td><td>Effectively communicate the definition of shoplifting under Illinois law.</td><td></td><td></td></tr>
<tr><td>44</td><td>Effectively communicate methods of shoplifting.</td><td></td><td></td></tr>
<tr><td>45</td><td>Effectively communicate company policy on theft of company property.</td><td></td><td></td></tr>
<tr><td>46</td><td>Assist in the security of company property.</td><td></td><td></td></tr>
</table>

Building Relationships – Events

Host or Attend Events!

- Events are a good tool to educate on apprenticeships and network.

- Some types of events are job fairs, community resource fairs, chambers of commerce events, and events that you host to educate on apprenticeships.

Pre- and During COVID

- Before COVID 19, attending local Chamber of Commerce events led to extremely valuable contacts and networking. This networking led to referrals from the chambers.

- Since COVID 19, the chamber events have been by Zoom meetings. This has still led to opportunities.

- Since COVID 19, some apprenticeships have shifted to the on-the-job learning portion of the apprenticeship and plan to back-load the related training once the community colleges are back to hands on for vocational training.

- A navigator can build relationships with business by helping businesses become familiar with and using WorkNet's new Virtual Job Fair site. https://www.illinoisworknet.com

"Selling" the Product!

- Navigator must be thoroughly familiar with apprenticeship

- Know what is front loaded? Time or hybrid?

- What are the different ways an apprenticeship could be put together?

- What are the standards, work processes, framework?

- Need to know what DOL needs to register a program, start a new program

- Speeds up the process – Get to know your DOL Apprenticeship Training Representative (ATR)

- Understand the misconceptions they may have. Educate the employer!

*You CANNOT handover info or frameworks to the employer and just leave them!

Marketing Tools

Use compelling marketing materials

Getting to Commitment

- Do you ever get to commitment?

- Build relationships first

- Listen

- After action and follow-up actions

- Don't get discouraged

- Multiple touches, may start with baby steps – some other WBL

- Employers respond to other employers

- Show what other employers have done, connect them, whether local or nationally

- Each region is different

- May need to walk away – Plant the seed and let it grow

Communicating & Sharing

WIOA Professional Development

Why communicate and share information?
With whom?

- Navigators helping Navigators!
- Navigators helping other Business Reps
- Navigators helping other partners
- Navigators getting random requests

Barriers and Challenges

- The LONG GAME
- May have coalition of the willing, but then corporate may kill
- Multiple touches
- No problem is the same
- Helping employers think outside the box – work with them in such a way that they don't feel insulted
- Changing a mindset

Resources Outside Your Region

- WorkforceGPS.org Communities

  - Apprenticeship Community

  - Apprenticeship State Expansion Grants (ASE) Community

WorkforceGPS
Navigate to Success

My WorkforceGPS ▾ | Resources | ETA Grants | Communities ▾ | Events | Member Directory | Help | Abou

Communities offer you the chance to find resources on specific topics, programs, or initiatives--all while engaging with peers on those matters that most interest you.

Agricultural Connection	ETA Grantee Products	Indian & Native American Programs	TA Help - for ETA
Apprenticeship	Evaluation and Research Hub	ION - Innovation and Opportunity Network	Trade Adjustment Assistance for Workers
Apprenticeship State Expansion Grants (ASE)	Grants Application and Management		Unemployment Insurance
Business Engagement Collaborative	H-1B America's Promise	LMI Central	Veterans' Priority & Military Employment
Career Pathways	H-1B Ready To Work	Older Workers	WIOA Partners - for Federal Staff
College Connection	H-1B Scaling Apprenticeship Through Sector-Based Strategies	Performance Reporting	Workforce System Strategies
		Reemployment Connections	

Where to find these course handouts?

ApprenticeshipIllinois.com

1. Click on "Resources"

2. Click on "Apprenticeship Professional Development"

3. Click on course

For the Downloadable Resources, which correspond to each of the courses, please click on the links below. (*Plea the courses are available*)

Apprenticeship Illinois Professional Development Courses

Welcome, Kickoff Meeting

Session 1: Foundations for Registered Apprenticeship

Session 2: Apprenticeship Illinois Overview

Session 3: Navigator Best Practices

Session 4: Intermediary Best Practices

Session 5: Innovated Opportunities to Leverage Funding

Session 6-A: Apprenticeship Illinois Tracking System

Session 6-B: Apprenticeship Illinois Tracking System

Where to find other resources?
ApprenticeshipIllinois.com

1. Click on "Resources"

2. Click on "Resource Library"

3. Click from multiple topics:

GUIDES, ARTICLES, REPORTS, AND PARTNERS

For more information, click on one of the categories below:

Apprenticeships and LWIAs	Benefits of Apprenticeships	Business Engagement	Creating an Apprenticeship Program
Employability Skills	Equity	Funding Apprenticeships	Industry Specific Information
Mentoring	Parent Guides	Partners and Contact Information	Pre-Apprenticeship
Youth Apprenticeship			

Note: Please share your resources, and we will add them to this page.

Closing Remarks