

Reinventing the Workforce System



The Illinois Workforce Partnership membership includes representatives of Illinois's 26 Local Workforce Investment Boards (LWIBs) and organizations that administer the Workforce Investment Act (WIA) Title I program. The recommendations provided below have been endorsed by the IWP and provide a practical approach for improving the quality and effectiveness of employment and training service that builds on successes of the current system, addresses inefficiencies, and focuses on increasing direct services to customers.

Administrative efficiencies/cost saving measures

- Establish consolidated grant that includes WIA, Wagner Peyser, Trade Adjustment Assistance training, Veterans Employment and Training, and Unemployment Insurance with funds formula allocated to LWIBs for administration.
- Provide funds currently authorized for USDOL administered discretionary grants and demonstration programs to local system with flexibility to implement and sustain innovative program strategies.
- Provide the majority of funds currently retained by USDOL for National Emergency Grants to the local delivery system for the provision of retraining and services to dislocated workers (formula allocated).
- Reduce duplicative State and USDOL oversight and technical assistance functions.
- Eliminate complex administrative and reporting requirements that divert resources to program administration

State Workforce Investment Board

- Mandate chief responsibility as coordination of state resources and programs that contribute to the development of a skilled workforce, with private sector leadership and majority membership with local WIB representation.

Local Workforce Investment Boards (LWIBs) in cooperation with local Chief Elected Officials (CEOs)

- Provide LWIBs-CEOs with the authority to oversee use of funds and alignment of consolidated programs.
- Provide LWIBs-CEOs with authority to be innovative in addressing local workforce needs, improving service delivery, and engaging employers in workforce preparation.
- Incentivize LWIBs to collaborate with partners and neighboring Boards to address regional economy.
- Maintain majority representation of business on the LWIB; encourage increased representation of economic development entities.

Program Administration/Delivery

- Limit USDOL and state issued regulations, policies, and procedural directives.
- Maintain one-stop center delivery system and establish infrastructure funding stream.
- Expand mandatory one-stop system partners to include TANF and Community Colleges.
- Continue to allocate funds for adults and youth with local flexibility in determining how adult funds are "split" to address needs of economically disadvantaged versus dislocated worker customers.
- Increase emphasis on post-secondary education that results in the attainment of industry recognized certificates, associate's degrees and bachelor degrees.
- Maintain continuum of services available to economically disadvantaged adults and dislocated workers (core, intensive, training) but not sequential, tiered delivery structure; provide flexibility in use of funds for paid internships, on-the-job training and work experience.
- Maintain current services available to out-of-school and in-school youth; include emphasis on use of funds for provision of occupational skills and credentials, workforce readiness National Career Readiness Credential Plus, and work experience, include a stand-alone summer program; expand in-school youth eligibility criteria to include receipt of free or reduced lunches.
- Establish business services as a separate category of services; include incumbent worker training.

Accountability and Transparency

- Establish reporting requirements that address true effectiveness of programs and quantify the return on investment.
- Identify program performance indicators that can be easily understood and universally applied; establish common definitions for all employment, education and job training programs (e.g., entered employment, job retention) for consistent comparison and evaluation of performance and data across programs.