

**LAND OF LINCOLN WORKFORCE ALLIANCE
WORKFORCE INVESTMENT AREA 20
(Cass, Christian, Logan, Menard and Sangamon Counties)**

**WORKFORCE INVESTMENT ACT
FIVE-YEAR PLAN FOR PY 2008**

ADULT AND DISLOCATED WORKER

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**LAND OF LINCOLN
LOCAL WORKFORCE INVESTMENT AREA 20
WORKFORCE INVESTMENT ACT**

Adult and Dislocated Worker Plan

EXECUTIVE SUMMARY

The Workforce Investment Board (WIB) for the Land of Lincoln is charged with wide-range policy and planning responsibilities for workforce development in the region. In 2003, the WIB conducted a community audit to provide a factual basis for planning and contracted with Corporation for a Skilled Workforce to research and quantify the area's assets and challenges. The "State of the Workforce Report", created by the Community Audit laid the foundation for the Board to fulfill its mission. As part of this analysis, the WIB has been engaged in the critical skills shortage initiative (CSSI) that has targeted the Healthcare industry and occupations that are in demand with long term shortages. This initiative is being implemented regionally through the Governor's Economic Development Regions. The Central Region is comprised of twelve counties and includes the five counties in the Land of Lincoln Consortium. In 2007, Mosaic Services Inc. updated statistical information contained in the 2004 report and conducted a comparison of the four year span. Comparison information is provided in the annual plan and outlines targeted industries for our area and general information about our economy. The WIB continues to work with businesses in our area and has formed a Business Services Team to address local workforce issues and identify solutions for employment growth. The WIB will continue to work with businesses to formalize services. The WIB has incorporated activities in its annual plan that will sustain an effective workforce development system for our communities and move key issues to action.

The Workforce Investment Board for the Land of Lincoln will:

- ◀Review the region's economy;
- ◀Identify and market the region's strengths and weaknesses;
- ◀Identify economic and workforce issues that have to be addressed to assure the region's continued growth into the 21st Century; and
- ◀Create a credible foundation for convening public discussion around workforce issues.

Importance of the WIB

The WIB, and its Youth Council, gather labor market information, establish goals and objectives, and prepare the five year plan. The CEOs and WIB negotiate performance measures with the state, enter into memorandums of understanding with the One-Stop Operators and Partners, certify local training providers and oversee the creation and operation of a truly functional and successful local workforce system. Local training providers for the five county area are certified and combined with the other 25 Workforce Investment Areas, create a statewide service provider network which allows customers to make informed choices on training that leads to the best and most appropriate job.

Administrative and Fiscal Agent

The Chief Elected Officials named Sangamon County and its department known as the Land of Lincoln Consortium as the administrative and fiscal agent through which the federal Workforce Investment Act (WIA) dollars will flow. *A restructure of the Consortium was completed in the fall of 2008 to incorporate various changes that had occurred at the State, federal and local level including the state mandated 40% training minimum, a substantial loss of federal funding due to rescissions and numerous compliance issues at the local level. As part of the restructure, the Land of Lincoln changed its name to the Land of Lincoln Workforce Alliance. (LLWA)* The LLWA assists the WIB in meeting goals of the annual plan.

Service Delivery

Partners in the workforce system will be co-located, schedule hours at the One-Stop Centers, and electronically provide services when appropriate. The Memorandum or Understanding (MOU) agreement will outline core services provided by the partners and funding of the resource rooms. Core services leading to employment will be provided through the one-stop Illinois workNet Center system. The Land of Lincoln WIB will place a higher emphasis on the training of participants in the upcoming year and will use a variety of methods to assure that training goals are met. The WIB will solicit training through requests for proposals, Individual Training Accounts or other contracts for training services that assure a variety of training options for adults, dislocated workers and youth. *Service delivery in the counties was evaluated this past fall as part of the strategic planning for LWIA 20. A restructure of the physical locations was completed thus reducing operating costs in five full-time locations. Staff are assigned to the One-Stop Illinois workNet Center in Springfield where comprehensive services will be delivered. Partner organizations are participants of Illinois workNet with additional partner sites being developed in the rural counties. LWIA staff will be assigned to partner workNet centers on a scheduled basis to deliver core services in the rural communities.*

Performance Management and Continuous Improvement

The entire local workforce investment system is closely monitored and overseen by the WIB and its Youth Council. A goal of continuous improvement based of local Performance Measures negotiated by the USDOL, the Illinois Department of Commerce and Economic Opportunity, Workforce Development Bureau, and the WIB/CEOs has consistently been achieved. In monitoring provider programs, the WIB will strive for continuous improvement and will recognize achievement at the annual meeting and press releases.

Need for Additional Federal and State Funds

The US Department of Labor, through the Governor=s Office, allocates formula funding to LWIA 20 to implement the Workforce Investment Act. LWIA 20 continues to see slight funding increases, however, annual formula funding can only serve a fraction of the people in the area who need and deserve employment, training and services. More funding and diversified grants are needed to provide the comprehensive services needed for an effective system. The WIB and CEOs will join with the One-Stop Partners in seeking additional federal, state, local and private funds to try and meet this need.

LWIA 20 looks forward to a future made brighter for thousands of our citizens and employers through

a successful Workforce Investment System.

I. Local Needs Analysis and Assessment:

Local Workforce Investment Area 20 (LWIA) is creating an effective workforce investment system that meets the demands of area employers and assists job seekers in obtaining training and employment that will lead to self-sufficient lifestyles. A community audit of the Land of Lincoln Workforce area was completed in 2003 to assess LWIA 20’s needs and provide direction for the Land of Lincoln Workforce Investment Board. The audit was comprehensive and included county demographics, industry employment, growth occupations and recommendations for the area. Assets and challenges from the audit are identified in the chart below.

Quick Regional Picture

Population : 281,598

Employment: 181,091

Households: 124,406

Area: 2,885 square miles

Diversity of industry: 238 different sectors (out of 509 possible)

Income per household: \$65,444¹

Total Personal Income: \$8,141,605,000

Perceptions of the region’s assets and challenges from local residents and employers:

Assets	Challenges
<ul style="list-style-type: none"> ➤ Growing region ➤ Low crime rate ➤ Low housing costs ➤ An available workforce ➤ A skilled and educated workforce ➤ Quality, available health care ➤ Good schools ➤ A good distribution network ➤ Social networks through faith-based community <p><i>Source: Provider Council</i></p>	<ul style="list-style-type: none"> ➤ Little industry in the area ➤ Lack of public transit ➤ Racial inequality ➤ Wages ➤ Lack of attractions for youth to keep them in the area ➤ Many people are without health insurance <p><i>Source: Provider Council</i></p>
<ul style="list-style-type: none"> ➤ Springfield has a larger white collar 	<ul style="list-style-type: none"> ➤ Some skilled and technical workers are more

¹ Different from median household income. This is total personal income divided by the number of households

Assets	Challenges
<p>employment base, which is attractive to companies looking to establish regional and back offices.</p> <ul style="list-style-type: none"> ➤ A large number of white collar workers could be available due to possible layoffs, including customer service representatives. This will enhance the available pool of talent in the back office sector. ➤ The availability of semi-skilled, unskilled, and clerical workers in the area is good. ➤ Plant closings in the region have contributed to an increase in the availability of maintenance mechanics and machinists. ➤ The overall labor quality in the Springfield area is among the best in the nation. ➤ Turnover rates have improved in the last year. ➤ Basic skills of applicants have declined in recent years, but are still good. <p><i>Source: Springfield Area Labor Market Analysis, 2002</i></p>	<p>difficult to find.</p> <ul style="list-style-type: none"> ➤ Almost all businesses agree that it is difficult to relocate managers, engineers, and executives from outside the area. Therefore, businesses must develop talent in these occupations from within the region. ➤ Some local firms reported a reluctance to hire laid off state workers because of perceived poor work habits, poor attitudes, and higher wage anticipation. ➤ Work attitudes have declined recently due to potential layoffs. <p><i>Source: Springfield Area Labor Market Analysis, 2002</i></p>

A. Area Demographics - Comparison 2003 to 2007

The Land of Lincoln’s historic economy could be defined as a state government core surrounded by an agricultural donut. Shifts are slow, but the economy is gradually changing. Industry sectors include professional, scientific, and technical services; wholesale trade; health services; and construction. LWIA 20 updated statistical data for the counties in 2007 and compared this information with the community audit that was completed in 2003. Some notable changes have occurred in the four year time span and are highlighted in the bullet points below. Comprehensive Comparison charts for each county are included in the Attachments section. These changes include:

- The population of the region has remained stable. Sangamon County, with an increase of 1.7%, experienced the largest increase in population. Christian and Logan counties saw slight drops in population.
- The number of individuals in the labor force dropped in Christian County, but rose in all other counties, although Logan County’s increase was negligible.
- Per capita income increased in all counties. Sangamon had the smallest increase at 4.2% and Cass saw the largest increase at 10.8%.
- The Median Household Income rose in all counties, ranging from a low of 2.8% in Logan to 10.6% in Menard.
- The poverty rate increased in all counties except Cass, where the rate dropped from 12% to 10.7%. Logan County had the highest increase in poverty rate as it climbed from 8.1% to 10.7%

over the four year period. Menard had the lowest poverty rate at 8.8%, which represents an increase of 7.3% over the past four years.

- Cass was the only county that saw an increase in the number of individuals in the Covered Employment (unemployment insured) category, with an increase of 4.8%. Sangamon saw a drop of 8.7%. It should be noted that a major employment-related event in Sangamon was the early retirement incentive offered to state employees by the State of Illinois at the end of 2002 and another retirement incentive in 2004. The most likely reason for the drop in Sangamon is due to the large number of workers leaving the State workforce during those times.
- Menard saw a double-digit percentage increase in Manufacturing jobs (12.5%) while Logan saw a double-digit percentage decrease (11.0%) in the same sector.
- Healthcare wages showed the highest increase during the period. The data in this industry was suppressed for Cass and Menard counties. Logan showed an increase of 24.6%. Sangamon was up 16.1%, and Christian was up 13.4% in average healthcare salaries.
- Cass was the only county that showed more deaths than births in the comparative time frames (2001/2002 vs. 2005/2006).
- Cass showed a large net increase in international migration, although the area did experience a decrease (154 vs. 115) in the comparative period.
- The region's assets continue to be located in Springfield and Sangamon County, or at least in the Metropolitan Statistical Area which encompasses Sangamon and Menard counties.

County demographics, labor market information and employment growth will continue to be updated to assure that the WIB addresses the workforce needs in the communities.

Additionally, the Land of Lincoln Workforce Investment Board will develop a regional workforce image and market this information to all stakeholders.

B. Current and Projected Customer Needs

Job Seekers

Employers and workers are finding a great shift in the marketplace, not only in the types of work, but in the consolidation or reorganization of industries. *Due to the recent economic downturn, workers in various industries are being laid off throughout the area.* In the past six months, the area has seen business/plant closings and restructuring that *are linked to economic conditions and include: various departments throughout the State of Illinois – number not yet determined, Triangle Center- approximately 30 individuals displaced; Phillips Brothers Printing - approximately 75;* Myer's Industries in Lincoln closed displacing 100 workers according to news reports; Crown II Coal Mine in Virden closed dislocating approximately 215 workers; Monterey Coal Mine in Carlinville closed dislocating 325 workers; a WARN notice was issued for Crown III Coal Mine in Farmersville, however, the mine is still open and miners continue to work without a union contract. These dislocation events are to the south of LWIA 20; however, numerous workers reside in our LWIA. Due to limited funds in LWIA 21, our workforce area is serving miners from these closings. Other closings have occurred in the past few years include: Bunn Capitol sold to Sysco and moved its operation to Lincoln leaving 200 workers unsure of future employment; two Jewel-Osco stores in Springfield - closed and were sold to Cub foods; Cub closed an existing store and downsized their workforce; Eaton Corporation in Petersburg - closed in December 2006 moving its operation to other States and Mexico leaving 92 individuals

unemployed in Menard County; Eaton workers are eligible for the Trade Adjustment Act as jobs were moved to Mexico; K's Merchandise Mart in Springfield - closed in December 2006; MAI, Inc. in Taylorville - a telemarketing firm downsized over half of its workforce in the spring of 2007. In addition to these business closings, government employment (which is our largest employer in the area) has experienced downsizing due to retirements and lay-offs across all departments. Vast numbers of baby boomers retired from government jobs in 2002 and 2004 and worker replacement has not been sustained due to the State's budget constraints. Other businesses around the area that have closed and have had large lay-offs affecting workers in our counties include *Celanese in Jacksonville*, Intermit in Decatur and EMI in Jacksonville. Over the past few years, LWIA 20 has experienced numerous consolidations, layoffs and business closings. Training and services to dislocated workers has substantially increased in our area. At the same time, the poverty level in four of our five counties has increased thus the need for continued and increased funding for economically disadvantaged Adults. Funding increases for Adult and Dislocated Worker populations are crucial for re-employment of these citizens in our area.

Employers

Communication with area employers, both those on the WIB and the Critical Skills Shortage Steering Committee, provides a reliable source of data for the area's labor needs. Employer organizations, such as the Chambers of Commerce, have links to employers and provide valuable information to the WIB. The One-Stop System has developed a Business Services initiative with members from One-Stop Partners, business and the Chamber. *As part of the restructure, a Business Services Representative has been added to the LLWA to lead the business services initiative.* The Land of Lincoln WIB, the Springfield Chamber and the Business Services team *received input from* an employer survey *that will be used as a guide when implementing business services in the area.* *The active participation of the business community will be essential for the long term success of workforce development initiatives.*

Projected Employer Growth by Major Industries

The economy of the Land of Lincoln is changing, and with it, the skills required for success. The data below shows that the industries with highest growth in the past ten years are *Leisure and Hospitality* and *Wholesale Trade* followed by *Education and Health Services* and *Professional and Business Services* with modest growth. Government employment has seen a drastic decrease in employment over the past five years.

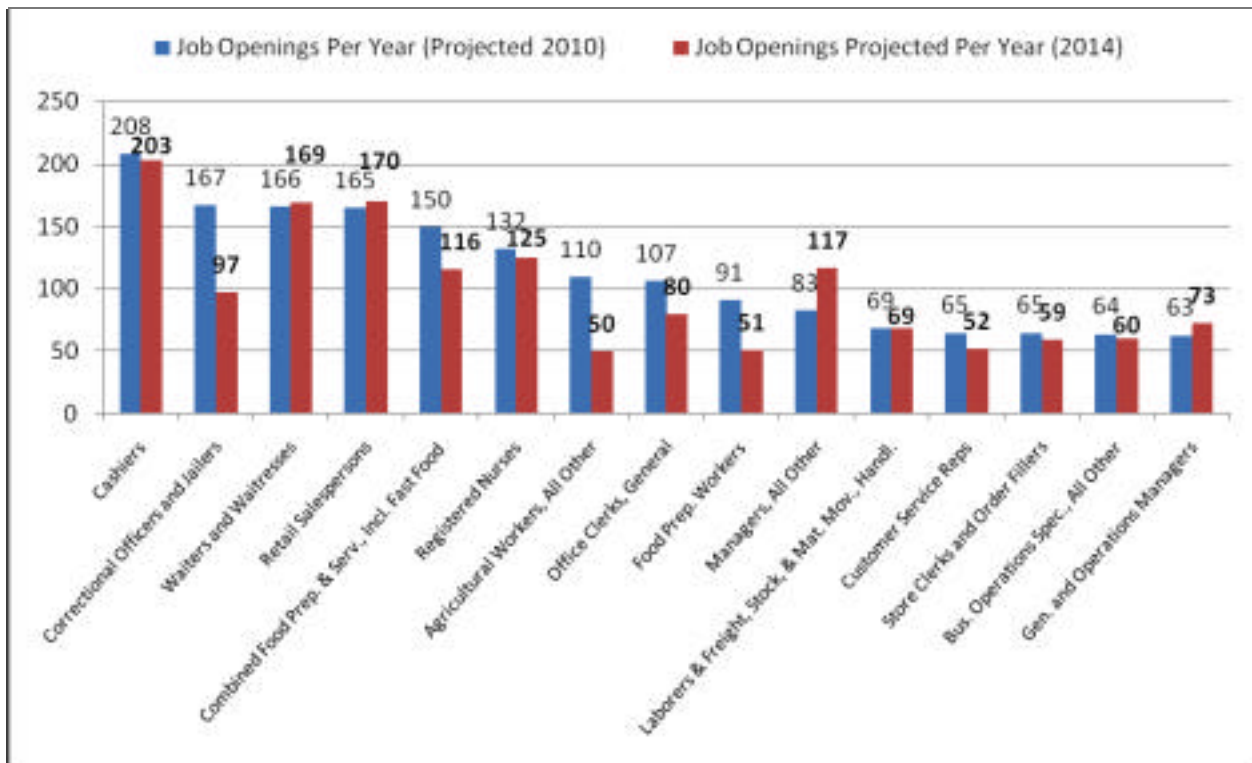
Top 10 Non-Farm Industries in LWIA 20

	1997	2002	2007	% Change 1997-2007	% Change 2002-2007
Total Nonfarm	137,793	140,470	136,066	-1.25%	-3.24%
Government	39,724	39,125	34,969	-11.97%	-11.88%
Educational and Health Services	18,891	20,195	20,536	8.71%	1.66%
Retail Trade	15,841	15,410	14,683	-7.31%	-4.95%
Leisure and Hospitality	10,705	11,765	12,518	16.94%	6.02%

Manufacturing	9,584	9,165	9,186	-4.15%	0.23%
Professional and Business Services	9,379	11,005	11,229	19.72%	1.99%
Financial Activities	8,758	8,839	8,748	-0.11%	-1.04%
Other Services	6,505	7,341	7,635	17.37%	3.85%
Wholesale Trade	5,370	4,680	5,234	-2.53%	10.58%
Construction	5,056	5,659	4,769	-5.68%	-18.66%

Ten year trend data reveals a shift in the overall share of employment in each sector. Although the shifts are small, they reflect the need to think about the implications for knowledge and skills. Government is still a dominant presence in the region, but it comprises a shrinking share of overall employment. *Wholesale Trade, Education and Health Services, Leisure and Hospitality and Professional and Business Services and Other Services* have demonstrated the largest percentage gain in its share of total non-farm employment in the region.

LWIA 20 Growth Occupations



This chart illustrates the difficulty in projecting long term occupational growth in our area. Given the shifting dynamics of the economic environment, long range projections can shift dramatically over a four year period.

Diversity of Industry

Diversity of industry can be an indicator of economic security. The more diverse an economy is, the better it is able to weather downturns in specific sectors. The state of Illinois as a whole, of course, has nearly all of the 509 different types of industries possible. Sangamon leads the region in industry diversity as shown in the chart above, while the more rural counties have fewer different types.

C. Identification of Key Customer Segments

High Growth, High Wage Careers- Health Care

Critical to Residents, Critical to the Economy, but Facing Critical Skill Shortages

The Workforce Investment Board engaged in the implementation of the Critical Skill Shortages (CSSI) in the central economic development region that began in 2002 and targeted the health care industry. Health Care and Social Assistance in the Land of Lincoln employs 17,437 people and brings in total wages of 152,593 (expressed in thousands, to be consistent with other data in the report. Wages/jobs ratio is 8.75).²

While there may be larger numbers of workers in various occupations in health care, the occupational areas for which there is a critical shortage were determined to be:

- ◀Registered nurse
- ◀Medical Information Technicians and coders
- ◀Medical and Clinical Laboratory Technicians and Technologists
- ◀Occupational and Physical Therapists.

Extensive data is provided on these occupations in the Critical Skills Shortage Report. Licensed practical and vocational nurses have a large number of annual openings, but employers report sufficient candidates for this occupation. The Land of Lincoln Workforce Investment Board will continue implementing a sectoral approach to workforce development *and is working with surrounding workforce and economic development regions to continue efforts which address the healthcare shortage.*

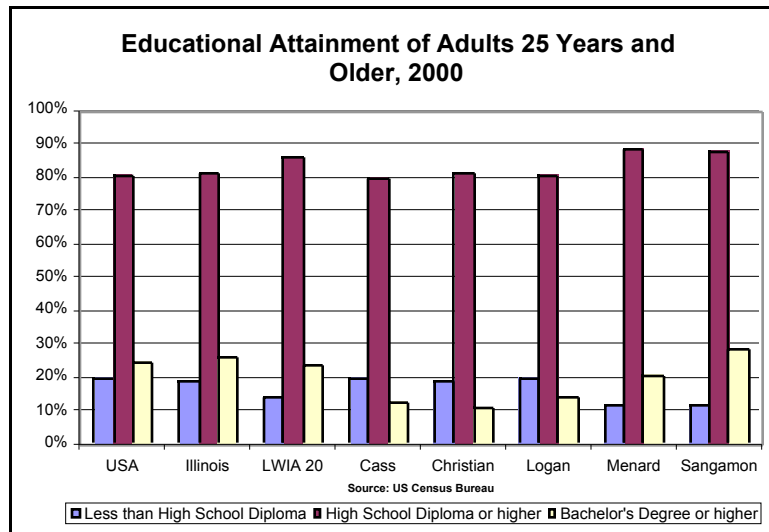
LWIA 20 will *continue to track* labor trends over the next five years in order to be aware of other occupations that may rise to the top of the demand scale. Local workforce data will be updated to determine emerging workforce and training areas over the next five years.

Further, we will continue our current relationships with area community colleges, truck driver training facilities, vocational schools, and other service providers who have been so helpful in the past in meeting our customer's needs. We will make frequent use of IDES's Internet site to monitor labor market trends and react appropriately in meeting the needs of the changing workforce and area demand. .

Underemployed – Incumbent Workers

Workforce Study shows Vast Number of Underemployed

Data regarding educational attainment of adults over the age of 25 shows that people in the Land of Lincoln are slightly less likely to have a bachelor's degree than in the state and nation. The regional average, however, is skewed by Sangamon County. Residents are significantly less likely to have a college degree in the non-MSA counties, particularly Cass and Christian. This has implications for the region to meet the needs of industries that require more highly skilled and educated workers, and for Cass and Christian to improve their economies. Additionally, the Springfield area has a significantly lower four-year degree attainment rate than other mid-west urban centers such as Indianapolis, Cincinnati, and Cleveland.³



Highest Educational Attainment, adults age 25 years and older, 2000

Educational Attainment	USA	Illinois	LWIA 20	Cass	Christian	Logan	Menard	Sangamon
Less than High School	19.6%	18.6%	14.0%	20.0%	19.0%	19.6%	11.7%	11.9%
Less than 9th grade	7.5%	7.5%	4.5%	9.5%	7.3%	6.1%	4.7%	3.4%
9th to 12th grade/no diploma	12.1%	11.1%	9.5%	10.4%	11.7%	13.5%	7.0%	8.5%
High school graduate	28.6%	27.7%	34.6%	44.3%	43.6%	40.4%	38.3%	31.0%
Some college, no degree	21.0%	21.6%	21.6%	19.2%	22.1%	20.4%	23.3%	21.8%
Associate's Degree or Higher	30.7%	32.1%	29.7%	16.5%	15.3%	19.6%	26.7%	35.3%
Associate degree	6.3%	6.1%	6.2%	3.9%	4.7%	5.4%	6.2%	6.7%
Bachelor's degree	15.5%	16.5%	15.3%	9.4%	7.2%	9.9%	14.7%	18.3%

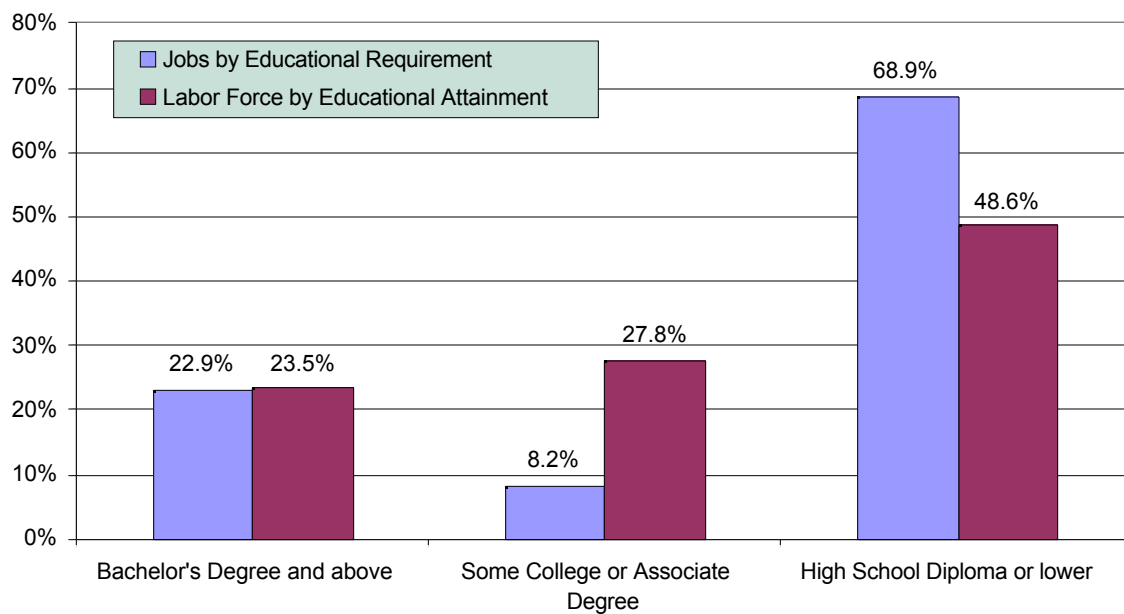
³ Springfield Area Labor Market Analysis, June, 2002, prepared for the Illinois Department of Commerce and Community Affairs by The Center for Governmental Studies, Northern Illinois University. The Springfield area's 4-year degree rate of 11.4% was compared to 17.6% in Cincinnati, 17.1% in Indianapolis, and 14.8% in Cleveland.

Graduate/professional degree	8.9%	9.5%	8.2%	3.3%	3.4%	4.3%	5.7%	10.3%
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Interestingly, while the region may have a slightly lower percentage of people with bachelor’s degrees than the state and nation, and a comparable percentage of people with associate’s degrees, it looks like residents are over-educated when compared to the job base.

The graphic below compares the percentage of the population with various levels of educational attainment to the percentage of jobs in the region with various levels of educational requirements.

Educational Alignment, 2000



Source: Illinois Department of Employment Security, US Census Bureau

The region appears to be over-educated for its job base, but on the other hand, it has a lower percentage of individuals with higher education compared to its neighbors. The Land of Lincoln Consortium is a partner in the Springfield Works project to assist incumbent workers in advancing their careers. The Land of Lincoln will help grow high skill/high wage jobs to satisfy its educated population and will ensure that its residents are equipped with the *right* skills to meet the needs of employers who hire in those occupations. The Land of Lincoln will provide incumbent worker training during the upcoming year to address the needs of employers and increase skill levels of residents. The Healthcare Industry is the primary target for this training; however, other industries have been approved by the WIB and are included in the Incumbent Worker policy.

Again, there are many opportunities for individuals who are entering the workforce for the first time or those who have a high school diploma; however, they must not remain in these jobs as

lifelong careers. Workforce programs in LWIA 20 will also focus on developing skills of the unemployed, underemployed and incumbent workers.

Employer Segments

LWIA 20 has identified two groups of employers to target for special outreach services:

a) Industries experiencing Severe Labor Shortages; and b) Startup/New Businesses. In keeping with the State of Illinois= plan to forge a bond between workforce and economic development, we in LWIA 20 will target employers facing skilled-worker shortages and employers with large numbers of entry-level positions for job development. We shall also work closely with our area economic developers and Chambers of Commerce to expand employment and will strive to channel eligible workers to these startup businesses.

Population Segments

Ideally, in LWIA 20, we would like to provide assistance to everyone accessing services at our physical centers or virtually through Illinois workNet. Due to decreased federal funding in WIA and the State of Illinois mandate to meet training expenditure requirements, (WIA Policy Letter No. 09-PL-40_, LWIA 20 will focus on providing services to eligible participants who enroll in training. **Core** services will be provided *at Illinois workNet partner sites*. Training will be established as the priority in delivering services to adults and dislocated workers. Eligibility will be based on the requirements in the regulations. Case managers will assess eligibility, suitability, training and service needs and assess the probability of success. Veterans will receive a priority of service according to the local Veteran's Priority policy. Special populations listed below will be served to the fullest extent possible.

ADULTS

Must meet WIA Adult eligibility

i.e. be 18 years of age or older.

If a male and born since Dec. 31, 1959, must have filed for Selective Service.

Beyond that, priority is encouraged for:

- a. TANF Recipients
- b. Low Income Individuals
- c. Persons with Disabilities
- d. Other Public Assistance Recipients
- e. Food Stamp Recipients
- f. Women
- g. Minorities
- h. Individuals training for Non-Traditional Employment
- i. Veterans
- j. Individuals with Multiple Barriers to Employment

DISLOCATED WORKERS

Must be 18 years of age or older and meet WIA Dislocated Worker/ Displaced Homemaker eligibility.

SEE B WIA Section 101(9) & (10) and WIA Regulations 663.110, 663.115 and 663.120 for definition of and eligibility for Dislocated Worker or displaced homemaker

NOTE: Per WIA 134(d)(4)(E) and State of Illinois and LWIA 20 decisions, a minimum of 51% of those served in the LWA 20 Adult Intensive and Training Programs must be TANF Recipients or Other Low Income Individuals from the local area.

C. Policy and Programmatic Implications of the Local Needs Analysis

Resource Implications

The demands for resources to implement programs satisfying all of the LWIA 20 customers, job seekers and employers far exceed the funds available through the WIA formula grant. The Land of Lincoln WIB will partner for additional federal, private or state funding that can be secured to serve the varied needs in our area.

Other Customer Needs

Other customers that need assistance through the workforce system are: Job Seekers (including skills upgrade); and Individuals with Significant Barriers to Employment. Individuals seeking jobs are either looking for the first time, looking again, or are looking for a better opportunity. In all cases, a clear understanding of the individual's background and interests will be crucial in serving the needs of that person. Those looking for the first time will need more than a simple listing of jobs available in their interest range. A thorough assessment of the person's interests and aptitudes will be necessary to help them choose the initial career path. With rapidly evolving computer technology and its increasing prominence in almost every aspect of the workforce, the importance of learning or upgrading technology skills to retain employment is clear. This need for upgrading of computer and other work skills will obviously increase as rapidly as the technology advances itself. The One-Stop system will continue to work with education providers to deliver free or low-cost computer training to customers in order to conduct an effective job search and a marketable skill for employment.

Individuals with significant barriers generally require more intensive services and training so they can succeed in the working world. Some limitations which may need to be overcome include lack of basic skills, problems caused by mental and physical disabilities, no high school diploma, lack of fluency in English, and poor work history. In LWIA 20, we will continue our close involvement with one-stop partners under the Workforce Investment Act to increase skill levels and reduce barriers to employment.

Youth Needs *See the LWA 20 WIA Youth Plan for More Details.*

As stated in the Youth Portion of our plan, *LWIA 20 sees youth in our area facing a multitude of challenges in the upcoming years. In particular, we have seen an overall deterioration of inspiration and motivation of youth in general. Of particular importance, is the need for youth to see the relevance of school in their future careers. To that end, we will continue programs that expose them to the latest technologies and skills that will be useful in high growth employment areas to which our youth will be going out of high school and even out of college. We believe a major way to alleviate the above obstacles is to forge a strong linkage between our schools, high school and college, our WIA youth programs, and local businesses and employers.* Details regarding youth in our area are submitted in the Youth LWIA 20 Plan.

Type of Help Needed

Through years of experience, job seekers generally need: a) assistance in finding employment or b) training in gaining or upgrading skills to secure or retain a job. Adult and displaced workers

(not only those unemployed, but also the under-employed) will be encouraged to seek jobs in areas where growth and demand are highest. The WIB will monitor the labor market and keep tabs on what occupations are in demand and growing in the local economy. The reputation and quality of programs offered by our training providers will be crucial, not only because the quality of training given directly affects the marketability of the participants that we place, but customer satisfaction is a performance measure under WIA. Great emphasis will continue to be placed on maintaining strong linkages with our training providers in order to ensure the satisfaction of our customers.

Workforce Education and Training Implications

The State of Illinois believes that *the availability of a highly-skilled and productive workforce, as well as the infrastructure to respond rapidly to changing workplace skill needs, is one of the most critical factors in the state's ability to spur job growth and continue to develop our economy.* LWIA 20 is fortunate to have such a wide variety of training providers and programs throughout the area and around the state to provide quality training. The benefits resulting from the availability of the latest technology and the reasonable cost of training and technology, helps ensure success. Training programs are reviewed on an annual basis and submitted to the Workforce Investment Board for approval. LWIA 20 reviews provider performance and the employment needs in the local labor market when determining training for our area.

II. Local Strategic Vision and Goals:

LWIA 20 accepts the State of Illinois **“Improving Workforce Development in Illinois: A Strategic Vision for WIA Title I Implementation”**

The State of Illinois has developed a blueprint for improving Workforce Development in Illinois. These elements include:

Responding to the critical needs of the labor market, including flexible strategies for training in skill shortage areas;

Strengthening Local Workforce Investment Boards by providing clear direction and support so that Boards can become a means for improving the linkage between workforce and economic development

Implement a Career Center network that is responsive to the needs of Illinois workers, make effective use of current technology and expand access for those most in need

A. LWIA 20 Expanded Vision

Priority issues for the Land of Lincoln are inclusive of the State vision and include:

a) focus on industry sector – the Land of Lincoln Workforce Investment Board has adopted a sectoral approach to workforce development as modeled by the State Critical Skills Shortage initiative. The Critical Skills Shortage Initiative has helped kick off this approach by calling stakeholders to the table to discuss common concerns and address

solutions. Currently, healthcare is the targeted sector for our region. WIA training dollars are being utilized for participants enrolled in programs in these sectors. Other sectors will be explored and targeted throughout the five-year plan and may include Professional/Business Services, Construction, Wholesale Trade, Leisure and Hospitality and the Other Services industry .

b) focus on the emerging workforce - The occupational mix that supports the region's economy includes a range of low skill/low wage and high skill/high wage jobs. While top occupations by growth are primarily low wage, the top occupations by size, growth, and wage highlight careers for the future. LWIA 20 will continue to define and assess skills needed for growth occupations as well as the flexibility required for agile response to economic change in the future. The population is relatively well-educated, perhaps even over-educated for its job base; however, that doesn't mean customers have the *right* skills to grow the sectors that contribute most to the economy.

c) focus on the image of the region – the Land of Lincoln Workforce Investment Board will work cooperatively with economic development and business leaders to develop a regional image that promotes business and economic growth.

Specific Goals and Objectives for LWIA 20:

1. Continuous Improvement of the Workforce Development System to meet Customer Needs

a. Streamlining Services

1) Better integration of service through the One-Stop delivery system will be pursued in a continuous improvement environment.

2) Programs and providers will co-locate or virtually connect in order to provide better coordination and integration of activities and information so that the system as a whole is coherent and accessible for individuals and businesses alike.

b. Customer Choice

1) Adults and Dislocated Workers, eligible for training, are given information about certified Training Providers and Individual Training Accounts are utilized at qualifying institutions.

2) The development of AConsumer Reports@ containing comparative placement and other information for each training provider that will allow individuals to make informed training choices.

3) Individuals are empowered through the advice, guidance, and support available through the One-Stop system and its partners.

c. Universal Access

1) Individual will have access to the One-Stop system and to core employment-related services on-site at the Illinois workNet Centers or through the virtual One-Stop system.

2) Information about job vacancies, career options, student financial aid, training programs, relevant employment trends, and instruction on how to conduct a job search, interview with an employer, or write a resume, will be available to any job seeker in LWIA 20.

3) All customers will have access to the Consumer Report information gathered on training institutions in the area through the Eligible Training Provider process.

d. Increased Accountability

1) Training providers and their programs must demonstrate successful performance to remain eligible to receive funds under the Act.

2) Customers, with their ITAs, have the opportunity to make training choices based on program outcomes.

3) To survive in the market, training providers must make accountability for performance and customer satisfaction their top priorities.

e. Strong Role for Local Workforce Investment Boards and the Private Sector

1) The local business-led Workforce Investment Board will provide leadership in the area for long-range strategic planning, policy development, and oversight of the local workforce investment system.

2) The active involvement of business, labor, education and community is critical to understanding what skills are in demand, what jobs are available, what career fields are expanding, and what types of training programs will best meet local needs.

f. Local Flexibility

1) LWIA 20 will have flexibility to build on existing reforms in order to implement an innovative and comprehensive workforce investment system.

2) Local partners will have the flexibility to tailor the delivery system to meet the particular needs of regional and local labor markets.

2. Local Five Year Goals for Improvement of the One-Stop Delivery System

a. Continuous improvement of the one-stop workforce delivery system that:

1) Increases the marketable skills of Illinois workers, new entrants to the labor force, and those reentering the labor force, through improved targeting of occupational training programs to meet the specific skill requirements of Illinois employers;@

- 2) Increases the economic self- sufficiency of at-risk populations and by targeting intensive training services to meet the employment related needs of these groups, integrate and streamline employment and training services for adults, dislocated workers and youth;
- 3) promote training, retraining and retention of the current workforce; and
- 4) provides services and dependable results for employers.

b. Promote the importance of life-long learning that ensures:

1) **all** students (pre-K through post-secondary) have a quality education preparing them to succeed in the ever-changing world of work; and

2) adults - young and old - entering or already in the workforce are encouraged and have ample opportunities to upgrade their skills in response to changing workforce needs and challenges.

c. Focus community attention and resources on minimizing barriers to employment - literacy, childcare, transportation, affordable housing and discrimination.

d. Increase accountability in assuring that education and workforce development activities in LWIA 20 are effective, efficient and relevant to current and future needs of employers.

e. Expand community-wide awareness and support of workforce development issues, policies and initiatives.

f. Network with surrounding local Workforce Investment Areas to improve service throughout the region.

g. Address Challenges of WIA=s focus on customer satisfaction, the quality of training and effective service to clients, the monitoring of training programs and providers, and the assessing of the impact on the well-being of customers served, and the freedom to Ashop around@ among areas and providers.

h. Utilize the Technology needed to impact every aspect of how we do business.

i. Seek Additional Funds from sources other than just the WIA program.

3. State and Federal Policies and Regulations which may have the effect of Inhibiting Achievement of Goals

The Reauthorization of the Workforce Investment Act has not passed and continues to put the workforce system at risk. Policies and regulations that are passed down often are unfunded mandates. The primary inhibiting factor is lack of funds and trying to do more with fewer dollars.

III. Local System Infrastructure and Services
A. Description of the local One-Stop System

1. Identification of a Fiscal Agent

On January 24th, 2000, the LWIA 20 Chief Elected Officials and WIB members adopted an Intergovernmental Agreement which designates the Sangamon County department known as the Land of Lincoln Consortium as the LWIA 20 grant recipient and fiscal agent *In the fall of 2008, the LWIA 20 received a technical assistance grant from DCEO to assist the consortium with strategic planning for the future. Due to reduced funding at the federal level, the 40% training minimum and compliance issue that were identified by DCEO, LWIA 20 restructured its organization. As part of that restructure, Sangamon County continues to serve as the administrative and fiscal agent for the consortium with a department name change to the Land of Lincoln Workforce Alliance. The CEOs and WIB approved the restructure plan and a revised Intergovernmental Agreement between the CEOs and WIB is currently being developed.* The LLWA will be responsible for disbursement of grant funds for workforce investment activities at the direction of the LWIA 20 WIB.

2. Establishment of the One-Stop System, Designation of One Stop Operators, and Changes Expected during the Plan Period

When the Workforce Investment Act began, LWIA 20 established a system of service by having at least one office in each county to meet the core service needs of WIA 20 customers. *The service delivery for the area has changed due to the restructure with all staff reporting to the comprehensive One-Stop at the Springfield workNet Center.* The One-Stop in Springfield is the mandated comprehensive One-Stop Center. At their April 24 and 28, 2000, meetings, the LWIA 20 WIB and CEOs voted to designate the Illinois Department of Employment Security and the Land of Lincoln Consortium (*now called the Land of Lincoln Workforce Area*) as two of the three operators in Local Workforce Area 20. The Sangamon County Department of Community Resources was named the third operator in Sangamon County. *Affiliate and satellite offices in Beardstown, Lincoln, Petersburg, Taylorville and the Sangamon County Office in the county complex have moved staff to the Springfield workNet location.*

Annually, more than 20,000 area residents are served at the Illinois workNet Centers in LWIA 20. The largest number seeks and receives assistance through Unemployment Insurance. Others are assisted in self-directed Job Placement, job search assistance, training and support services. A system-wide swipe card tracking system is implemented at the One-Stop Center to accurately provide unduplicated numbers of customers and services. These statistics clearly point out the vast need for continued employment and training services.

With the State of Illinois mandate to meet a 40% training expenditure rate (WIA Policy Letter No. 07-PL-40), the work-first service delivery method *that was the foundation of the early system first implemented in 1998, has been restructured to meet the new*

requirement. During the plan period, the Land of Lincoln Workforce Area and Workforce Investment Board reviewed the service delivery system and made *service delivery* changes to meet the 40% rate that become effective in PY08. At the February 25, 2008 meeting, the Land of Lincoln Workforce Investment Board approved the 40% training expenditure rate for LWIA 20 and to move forward with a long term solution for the area. *On July 23, 2008, the CEOs approved the restructure plan and was approved by the WIB on September 15, 2008.*

The LWIA 20 CEOs adopted the ***Separation Policy – Firewall Staffing Plan*** at its regular meeting on July 17, 2000 pursuant to the July 1, 2000 letter to Workforce Investment Stakeholders from Dr. Hazel Loucks, Deputy Governor of Education and Workforce.

3. Roles of Required and Optional Partners

The workforce system has matured with the implementation of WIA and is progressing each year. *The workforce system has recently been restructured and during this upcoming year, will transition into the new structure.* Partners mandated under the Workforce Investment Act continue to express funding concerns for the One-Stop system. *Due to federal rescissions and the economic climate,* changes and adjustments will be necessary, and we will react accordingly.

- a. **Core Services** are provided by each partner through the one-stop system. A One-Stop Orientation program is conducted weekly with partner's present information at the Springfield location. Core service will continue and be enhanced during the five year plan *as we provide outreach in our communities to increase access of LWIA residents to services.*
- b. LWIA 20 has established a referral process, technological links, office space and cross-training of staff through the Memorandum of Understanding (MOU).
- c. Financial contributions for universally-accessible core services are defined through the MOU.
- d. System Costs are costs associated with operating the entire one-stop system, while Shared Costs are costs associated with providing the planned shared services. Shared costs will be negotiated according to procedures established through the MOU. Financial contributions by each partner for the general support of the one-stop system will be determined annually.
- e. LWIA 20 has developed an umbrella Memorandum of Understanding (MOU) negotiated between the twelve Partners and the WIB for the Centers. The Memorandum of Understanding outlines the roles of required and optional partners and the One-Stop Operators. The Cost Allocation portion of the MOU is reviewed and approved annually.

B. Provider Certification and Customer Choice

1. Provider Certification System

LWIA 20 has a WIB approved provider certification policy. Procedures are outlined in State Policy Letter.

- a. Local and internet applications are made available to all service providers;
- b. Post-secondary educational institutions and entities carrying out apprenticeship programs will be eligible the first year upon receipt of application;
- c. Providers must provide proof that they meet state mandated requirements. Initial approval of certified training providers began on July 17, 2000 at the LWA 20 WIB meeting. The local Workforce Investment Board reviews Provider information annually and certifies training providers. Additional requirements may include: specific enrollment conditions such as pre-hire, entry wage requirements and others, academic and assessment score levels and follow-up and performance data. Training provider certification occurs annually and is approved in the spring by the Workforce Investment Board. The certified list is maintained both on the Internet and locally. Following State procedures, the LWIA 20 Service providers list is submitted to the State for certification and placement on the state-wide list.

2. Individual Training Accounts

LWIA 20 utilized the *Illinois Individual Training Account (ITA) Training Provider and Practitioners Guidelines and Handbook* in the implementation of its ITA system.

- a. The LWIA 20 WIB will work through the One-Stop Operators and Partners in making the state list of eligible providers of training services available to customers in the one-stop centers and satellites. The list is available in print form as well as via the Internet at **ilworkforce.org**. The LWIA 20 website **worknet20.org** also contains a link to provider information. The State list includes cost and past performance information. LWIA 20 staff will monitor the local list for accuracy and timeliness.
- b. LWIA 20 updates the ITA and support services policies annually which are approved by the WIB. A WIA Participant Handbook is provided to customers with Policies.
- c. LWIA 20 will follow State of Illinois guidance and designate 51% of training funds to be used for ITAs.

C. Services to Special Populations

1. Services

LWIA 20 will work to provide dynamic services to all our registrants. We shall assist with meeting the needs of registrants from the groups listed below. Such services include Job Search Assistance, Work Experience, On-the-Job Training, Customized Training, Other Training opportunities allowed by decision of the board and Supportive Services as appropriate in keeping with the type and amounts allowed by the board and fund availability.

- a. TANF Recipients
- b. Low Income Individuals
- c. Persons with Disabilities
- d. Other Public Assistance Recipients
- e. Food Stamp Recipients
- f. Dislocated Workers
- g. Displaced Homemakers
- h. Migrant and Seasonal Workers
- i. Women
- j. Minorities
- k. Individuals training for Non-Traditional Employment
- l. Veterans
- m. Individuals with Multiple Barriers to Employment

2. WIA Special Services to Special Populations

LWIA 20 is committed to providing service to special populations. LWIA 20 lost the Disability Navigator staff person in our area that was well versed on services and adaptive equipment. Training to staff is provided quarterly on a variety of topics, however, the Navigator will not be available to coach staff. LWIA 20 will work with Disability Works to assure that staff are well versed on adaptive technology at the Centers. Annual reporting is submitted that reflects the use of the Center and referral to other services through the One-Stop system.

3. Adult Prioritization

Because WIA adult funds are considered limited per the language of Section 134 of the Act, Title I Adult funds budgeted for intensive and training services will be provided in LWIA 20 on a priority basis to TANF and other low-income individuals who do not otherwise have access to these services through other funding sources. The State of Illinois has mandated that at least 51% of adult WIA registrants must come from these two categories. In accordance with this mandate, LWIA 20 assures that 51% of its adult registrants will be given priority for intensive and training services from these target groups.

Possible Waiver of 51% Mandate

Although we are not asking for a waiver of this requirement at this time, we reserve the right to ask for one in the future. With the outstanding success of state and federal welfare to work initiatives, the local offices have ceased referring large numbers of TANF clients for services. Unless there is an economic downturn, we do not see this situation changing. LWIA 20 has sufficient low-income individuals who do not otherwise have access to these services through other funding sources to meet the 51% requirement.

D. Description of Adult Employment and Training Activities

Through a combined system which makes ample use of the current One-Stop and workNet Center in LWIA 20 as well as the contracts and programs availed through the WIA Program, LWIA 20 will strive to help qualified adult workers acquire jobs, explore career opportunities and upgrade their existing skills to create a better life. Training and service options will include:

More emphasis on training including Individual Training Accounts (ITAs), customized training, on-the-job training, incumbent worker training and other contracts for service that are developed for the area.

Access and information on careers, skills upgrade opportunities and other core services at the local One-Stops and satellites and through our WIA partners;

Provide Staff and partner-assisted core services at the Illinois workNet Centers and through our WIA partners;

Provide available intensive services and related staff and partner assistance;

Provide available training services and related staff and sub-contractor assistance;
Provide On-the-Job Training and Customized Training developed directly with area employers;

Provide post-registration core, intensive and training services to qualifying applicants with staff, partner and subcontractor assistance as necessary.

E. Description of Dislocated Worker Employment and Training Activities

Through a combined system which makes ample use of the current Illinois workNet Centers, LWIA 20 will strive to help qualified dislocated workers acquire jobs, explore career opportunities and upgrade their existing skills to create a better life. Such activities will include:

More emphasis on training including Individual Training Accounts (ITAs), customized training, on-the-job training, incumbent worker training and other contracts for training services that are developed for the area.

Access and information on careers, skills upgrade opportunities and other core services at the comprehensive One-Stop, workNet Centers and through our WIA partners;

Provide Staff and partner-assisted core services at the Illinois workNet Centers and through our WIA partners;

Provide available intensive services and related staff and partner assistance;

Provide available training services and related staff and sub-contractor assistance;
Provide On-the-Job Training and Customized Training developed directly with area employers;

Provide post-registration core, intensive and training services to qualifying applicants with staff, partner and subcontractor assistance as necessary.

F. Description of Youth Activities

FOR MORE DETAILS SEE THE YOUTH PLAN

1. Key Design Components of Youth Plan

A detailed discussion of youth activities and how such activities will meet specified goals can be found in the Youth Portion of the Plan.

2. Youth Program Elements required by Section 664.410

A detailed discussion of the inclusion of the youth program elements required by Section 664.410 of the interim final regulations can be found in the Youth Portion of the Plan, which has been submitted.

3. Notification of Successful Providers of Youth Activities

A detailed discussion of the means by which successful providers of youth activities will be identified by the local board can be found in the Youth Portion of the Plan.

4. Mechanisms for Coordinating Youth Program

A detailed discussion of the mechanisms for coordinating the youth program with foster care programs, education, public assistance programs and other youth programs can be found in the Youth Portion of the Plan.

5. Planned Registrants by Service Type

A detailed discussion of planned registrants by service type (i.e., summer employment and year-round youth programs) can be found in the Youth Portion of the Plan.

IV. Performance Management

A. Negotiated Performance Goals

UI wage data, labor market information, past performance outcomes and current labor market cycles are all factors utilized to develop annual performance plan numbers. LWIA

20 negotiates planned performances goals with DCEO on an annual basis or as needed depending on changes to the State's negotiated position with DOL. Performance is closely monitored and reported to the Youth Council and the WIB on a quarterly basis. Actual performance outcomes are closely monitored and used for continuous program improvement and new program planning.

B. Other Performance Measures

LWIA 20 has not mandated additional locally developed adult or dislocated worker performance measures at this time. It reserves the right to do so in the future. As common measures are being implemented, LWIA 20 incorporated three measures into all youth contracts. These three measures, commonly referred to as the "Youth Common Measures", are; Placement in Employment/Education, Attainment of Degree/Certificate and Literacy/Numeracy Gains. Youth contractors are held accountable for performance measures in their program.

Another measure affecting performance is the 40% Training Expenditure rate that is being implemented this program year. For Program Year 2007, LWIA 20 met the 40% training expenditure rate for Adults and dislocated workers even though the LWIA had negotiated a lower rate. For Program Year 2008, LWIA 20 plans to meet the 40% training expenditure rate for Adults and Dislocated Workers. These goals were approved by the CEOs and WIB at the February 25, 2008 meetings.

C. Continuous Improvement Program

1. Local plan for Continuous Improvement

LWIA 20, in its negotiations with the State of Illinois, has developed Performance Measures which reflect continuous improvement. We will monitor our actual performance in an effort to learn from our mistakes and adjust our workforce investment system to meet our goals. Not only will we strive to monitor overall performance outcomes, but we will monitor the performance of each of our service providers, who, in turn, reflect on us. They shall be held to similar standards and measures. We shall also spotlight outstanding achievement by providers as an encouragement for improved performance throughout the system. We believe our staff is well trained, ambitious and enthusiastic, as reflected in our past success. Quality of service is a major goal for LWIA 20 and we are constantly working on continuous improvement.

2. Need for State Funded Assistance

As described earlier, WIA funds are limited and can meet only a fraction of the workforce needs of LWIA 20 Adults and Dislocated Workers. For this reason, LWIA 20 encourages the State of Illinois to consider making supplemental money available from General Revenue or other state or federal funds to support and expand employment and training services through the One-Stop system.

There is a need to expand and improve the technology infrastructure of the state. An example would be to have all One-Stops wired for teleconferencing so employers anywhere in the state could interview without having to travel around the state.

As with any program, WIA staff, One-Stop Operators, WIA Partners and sub-contractors in LWIA 20 and elsewhere in the state continue to need technical assistance and professional development training. Similar training for the Workforce Investment Board, Youth Council and CEOs would enhance the system.

V. Assurances

- A.** The LWIA 20 Workforce Investment Board assures that it will coordinate workforce investment activities carried out in the local area with statewide rapid response activities.
- B.** LWIB 20 assures that no funds received under the Workforce Investment Act will be used to assist, promote or deter union organizing.
- C.** The local board for LWIA 20 assures that it has and will continue to comply with the nondiscrimination provisions of WIA Section 188.

VI. Plan Development Process

A. Process for developing the Adult and Dislocated Worker portion of the WIB Plan

At the inception of the Workforce Investment Act, the Chief Elected Officials (CEOs) of LWA 20 reviewed the Governor's Appointment Criteria for Local Workforce Investment Boards and carefully assembled a local WIB based on those criteria. On December 28, 1999, Governor Ryan certified the LWIA 20 Land of Lincoln Workforce Investment Board.

An Adult and Dislocated Worker Task Force, consisting of business and other members of the WIB and appointed by the WIB Chair, met several times and discussed participant and employer needs as well as set goals, objectives, and strategies necessary to successfully address those needs. The WIB concedes that the Task Force may not have covered all possible issues; however, it sees the process as a dynamic one and intends to continue to search for future needs to address and fine tune the system in order to serve LWIA 20 WIA customers in the best possible fashion.

From May 3rd through July 17, 2000, the 15 member Workforce Network Committee of the WIB, met eight different times to create and negotiate the first LWA 20 Memorandum of Understanding between the One-Stop Partners and the Land of Lincoln Workforce Investment Board. Annually, the cost allocation portion of the MOU is reviewed and approved by the local WIB.

B. Methods used to make copies of the plan available

The annual plan is made available through legal notices that are published in five county newspapers. As part of the published notice, individuals are requested to contact the Administrative Office for copies of the plan and other information. Copies of the plan are available at the Springfield workNet Center for public review and/or circulation to interested parties. The annual plan narrative is also posted on the website worknet20.org. Each member of the WIB has access to the plan on the website for review or printing.

C. Measures taken to allow Formal Comment

A public hearing is conducted by the Land of Lincoln WIB after the comment period has expired for the plan or any modification. The WIB accepts the Adult/Dislocated Worker Plan and modifications and approval is recorded in the official Board minutes.

D. Comments of Disagreement

No comments that represent disagreement with the Plan have been received.

VII. Budgets and Registrants

Quarterly budget forms and planned registrant levels are completed on the IWDS and electronically submitted to DCEO for processing.

A. WIA Program Funding and Administration Budgeted Costs

B. WIA Program Budgeted Costs

1. Quarterly budget for adult, dislocated worker and youth programs
2. Annual budget for key services

C. WIA Programs Cumulative Registrants

1. Quarterly registrants for adult, dislocated worker and youth programs
2. Annual registrants for key services

D. WIA Five-Year Local Plan Budgets and Registrants

1. Annual fund allocation for adult, dislocated worker and youth programs
2. Annual planned registrants for adult, dislocated worker and youth programs

ATTACHMENTS

- ◀County Comparison Charts 2003 – 2007
(Cass, Christian, Logan, Menard & Sangamon)

POLICIES

- ◀Separation Policy
- ◀ITA Policy
- ◀Supportive Services Policy
- ◀Self-Sufficiency Policy

- ◀ Training Provider Certification
- ◀ Procurement Policy
- ◀ workNet Policies

COUNTY COMPARISON CHARTS – 2003 – 2007

Note: rank in state - 102 counties in IL.; Rank in U.S. - 3,141 counties and county equivalents.]

CASS COUNTY People & Income Overview (By Place of Residence)	Value	Year	Value	Year	Rank in Illinois (earlier)	Rank in Illinois (now)	Change
Population	13,665	2002	13,766	2006	82	82	+7%
Growth (%) since 1990	1.7%	2002	2.4%	2006	47	42	N/A
Households	5,347	2000	5,347	2000	82	82	N/A
Labor Force (persons)	7,537	2002	7,723	2005	77	77	+2.5%
Unemployment Rate	4.8	2002	4.8	2005	87	72	0
Per Capita Personal Income	\$23,917	2001	\$26,502	2004	52	53	+10.8%
Median Household Income	\$35,243	2000	\$37,819	2004	65	69	+7.3%
Poverty Rate	12.0%	2000	10.7%	2004	32	50	-1.3%
H.S. Diploma or More - % of Adults 25+	80.0%	2000	80.0%	2000	62	62	N/A
Bachelor's Deg. or More - % of Adults 25+	12.6%	2000	12.6%	2000	59	59	N/A
Covered Employment	5,648	2002	5,920	2005	62	60	+4.8%
Average wage per job	\$24,088	2002	\$25,725	2005	74	84	+5.8%

Manufacturing - % all jobs in County	38.1%	2002	40.1%	2005	3	80	+5.2%
Average wage per job	\$28,247	2002	\$29,667	2005	78	80	+5.0%
Transportation & Warehousing - % all jobs in County	0.8%	2002	0.7%	2005	85	90	-1.3%
Average wage per job	\$35,145	2002	\$36,644	2005	33	42	+4.3%
Health Care, Social Assist. - % all jobs in County	N/A		N/A		N/A	N/A	N/A
Average wage per job	N/A		N/A		N/A	N/A	N/A
Finance and Insurance - % all jobs in County	3.7%	2002	3.5%	2005	32	45	-5.4%
Average wage per job	\$24,730	2002	\$28,038	2005	79	74	+13.4%
Components of Population Change	2001-2002	2005-2006	Change				
Net Domestic Migration	-219	-181	+38				
Net International Migration	154	115	-39				
Natural Increase (births minus deaths)	44	-10	-54				
Births	202	172	-30				
Deaths	158	182	-24				

COUNTY COMPARISON CHARTS – 2003 – 2007

Note: rank in state - 102 counties in IL.; Rank in U.S. - 3,141 counties and county equivalents.]

CHRISTIAN COUNTY People & Income Overview (By Place of Residence)	Value	Year	Value	Year	Rank in Illinois (earlier)	Rank in Illinois (now)	Change
Population	35,215	2002	35,063	2006	44	44	-.4%
Growth (%) since 1990	2.3%	2002	1.9%	2006	43	44	N/A
Households	13,921	2000	13,921	2000	41	41	N/A
Labor Force (persons)	18,812	2002	17,334	2005	38	46	-1,478
Unemployment Rate	5.8	2002	5.6	2005	58	41	-0.2%
Per Capita Personal Income	\$24,355	2001	\$26,605	2004	45	52	+9.3%
Median Household Income	\$36,561	2000	\$39,839	2004	55	54	+9.0%
Poverty Rate	9.5	2000	11.1%	2004	55	50	+16.8%
H.S. Diploma or More - % of Adults 25+	81.0%	2000	81.0%	2000	54	54	N/A
Bachelor's Deg. or More - % of Adults 25+	10.5%	2000	10.5%	2000	81	81	N/A

Covered Employment	11,355	2002	10,692	2005	44	45	-5.8%
Average wage per job	\$25,530	2002	\$27,959	2005	62	59	-9.5%
Manufacturing - % all jobs in County	15.6%	2002	16.8%	2005	46	38	+7.8%
Average wage per job	\$31,089	2002	\$33,455	2005	62	63	+7.6%
Transportation & Warehousing - % all jobs in County	0.7%	2002	0.7	2005	92	90	0.0%
Average wage per job	\$36,738	2002	\$37,946	2005	23	27	+3.3%
Health Care, Social Assist. - % all jobs in County	15.0%	2002	15.7%	2005	8	10	+4.7%
Average wage per job	\$21,451	2002	\$24,333	2005	43	43	+13.4%
Finance and Insurance - % all jobs in County	2.8%	2002	3.3%	2005	65	68	+17.9%
Average wage per job	\$27,112	2002	\$29,349	2005	58	68	+8.3%
Components of Population Change	2001-2002	2005-2006	Change				
Net Domestic Migration	42	-146	-188				
Net International Migration	21	18	-3				
Natural Increase (births minus deaths)	-64	1	+65				
Births	360	415	+55				
Deaths	424	414	-10				

COUNTY COMPARISON CHARTS – 2003 – 2007

Note: rank in state - 102 counties in IL.; Rank in U.S. - 3,141 counties and county equivalents.]

LOGAN COUNTY People & Income Overview (By Place of Residence)	Value	Year	Value	Year	Rank in Illinois (earlier)	Rank in Illinois (now)	Change
Population	30,692	2002	30,302	2006	49	51	-1.3%
Growth (%) since 1990	-0.3%	2002	-1.6%	2006	58	64	N/A
Households	11,113	2000	11,113	2000	50	50	N/A
Labor Force (persons)	13,071	2002	13,073	2005	53	43	0%
Unemployment Rate	6.1	2002	5.5	2005	49	43	-9.8%
Per Capita Personal Income	\$21,937	2001	\$24,002	2004	77	84	+9.4%
Median Household Income	\$39,389	2000	\$40,475	2004	40	46	+2.8*
Poverty Rate	8.1	2000	10.7%	2004	75	52	+32.1%
H.S. Diploma or More - % of Adults 25+	80.4%	2000	80.4%	2000	57	57	N/A
Bachelor's Deg. or More - % of Adults 25+	14.2%	2000	14.2%	2000	46	46	N/A

Covered Employment	10,118	2002	9,349	2005	47	48	-7.6%
Average wage per job	\$26,766	2002	\$29,009	2005	44	47	+8.4%
Manufacturing - % all jobs in County	15.5%	2002	17.2%	2005	47	36	-11.0%
Average wage per job	\$35,758	2002	\$38,183	2005	41	41	+6.8%
Transportation & Warehousing - % all jobs in County	0.8%	2002	0.8%	2005	85	81	0
Average wage per job	\$35,071	2002	\$37,379	2005	34	33	+6.6%
Health Care, Social Assist. - % all jobs in County	10.2%	2002	11.8%	2005	36	30	+15.7%
Average wage per job	\$21,266	2002	\$26,502	2005	45	38	+24.6%
Finance and Insurance - % all jobs in County	3.2%	2002	3.3%	2005	51	50	+3.0%
Average wage per job	\$28,348	2002	\$31,750	2005	49	44	+12.0%
Components of Population Change							
	2001-2002	2005-2006	Change				
Net Domestic Migration	-281	-224	+57				
Net International Migration	28	19	-9				
Natural Increase (births minus deaths)	-9	-27	-18				
Births	303	332	+29				
Deaths	312	359	+47				

COUNTY COMPARISON CHARTS – 2003 – 2007

Note: rank in state - 102 counties in IL.; Rank in U.S. - 3,141 counties and county equivalents.]

MENARD COUNTY People & Income Overview (By Place of Residence)	Value	Year	Value	Year	Rank in Illinois (earlier)	Rank in Illinois (now)	Change
Population	12,571	2002	12,588	2006	86	85	+1.1%
Growth (%) since 1990	12.6%	2002	12.8%	2006	16	19	N/A
Households	4,873	2000	4,873	2000	85	85	N/A
Labor Force (persons)	6,327	2002	7,072	2005	84	83	+11.8%
Unemployment Rate	4.5	2002	4.4	2005	91	90	-2.2%
Per Capita Personal Income	\$28,834	2001	\$30,500	2004	13	19	+5.8%
Median Household Income	\$46,596	2000	\$51,512	2004	12	11	+10.6%
Poverty Rate	8.2	2000	8.8%	2004	73	77	+7.3%
H.S. Diploma or More - % of Adults 25+	88.3%	2000	88.3%	2000	7	7	N/A

Bachelor's Deg. or More - % of Adults 25+	20.5%	2000	20.5%	2000	18	18	N/A
Covered Employment	2,098	2002	2,056	2005	91	90	-2.0%
Average wage per job	\$22,465	2002	\$23,611	2005	90	94	+5.1%
Manufacturing - % all jobs in County	0.8%	2002	0.9%	2005	94	95	+12.5%
Average wage per job	\$24,770	2002	\$24,315	2005	87	90	-1.8%
Transportation & Warehousing - % all jobs in County	1.4%	2002	1.4%	2005	67	63	0
Average wage per job	\$35,253	2002	\$37,621	2005	32	30	+6.7%
Health Care, Social Assist. - % all jobs in County	N/A		N/A		N/A	N/A	N/A
Average wage per job	N/A		N/A		N/A	N/A	N/A
Finance and Insurance - % all jobs in County	4.7%	2002	4.5%	2005	14	18	-4%
Average wage per job	\$30,415	2002	\$37,924	2005	32	21	+24.7%
Components of Population Change	2001-2002	2005-2006	Change				
Net Domestic Migration	31	4	-27				
Net International Migration	7	5	-2				
Natural Increase (births minus deaths)	-2	-9	-7				
Births	151	124	-27				
Deaths	153	133	-20				

COUNTY COMPARISON CHARTS – 2003 – 2007

Note: rank in state - 102 counties in IL.; Rank in U.S. - 3,141 counties and county equivalents.]

SANGAMON COUNTY People & Income Overview (By Place of Residence)	Value	Year	Value	Year	Rank in Illinois (earlier)	Rank in Illinois (now)	Change
Population	190,630	2002	193,524	2006	10	10	+1.3%
Growth (%) since 1990	6.9%	2002	8.5%	2006	23	24	N/A
Households	78,722	2000	78,722	2000	10	10	N/A
Labor Force (persons)	102,144	2002	106,404	2005	10	10	+4.2%
Unemployment Rate	4.6	2002	4.6	2005	89	80	0
Per Capita Personal Income	\$31,183	2001	\$32,736	2004	7	7	+5.0%
Median Household Income	\$42,957	2000	\$46,022	2004	21	20	+7.1%

Poverty Rate	9.3	2000	10.3%	2004	59	57	+10.8%
H.S. Diploma or More - % of Adults 25+	88.1%	2000	88.1%	2000	8	8	N/A
Bachelor's Deg. or More - % of Adults 25+	28.6%	2000	28.6%	2000	6	6	N/A
Covered Employment	143,424	2002	130,927	2005	6	7	-8.7%
Average wage per job	\$37,544	2002	\$39,545	2005	6	8	+5.3%
Manufacturing - % all jobs in County	2.7%	2002	2.5%	2005	92	92	-7.0%
Average wage per job	\$35,541	2002	\$39,382	2005	43	38	+10.8%
Transportation & Warehousing - % all jobs in County	1.8%	2002	1.8%	2005	58	56	0
Average wage per job	\$37,747	2002	\$40,537	2005	17	15	+7.4%
Health Care, Social Assist. - % all jobs in County	11.9%	2002	12.5%	2005	22	22	+5.0%
Average wage per job	\$37,875	2002	\$43,980	2005	3	2	+16.1%
Finance and Insurance - % all jobs in County	4.7%	2002	4.7%	2005	14	16	0
Average wage per job	\$45,679	2002	\$44,492	2005	5	12	-2.6%
Components of Population Change	2001-2002	2005-2006	Change				
Net Domestic Migration	55	-31	-86				
Net International Migration	122	119	-3				
Natural Increase (births minus deaths)	795	708	-87				
Births	2,590	2,579	-11				
Deaths	1,795	1,871	+76				