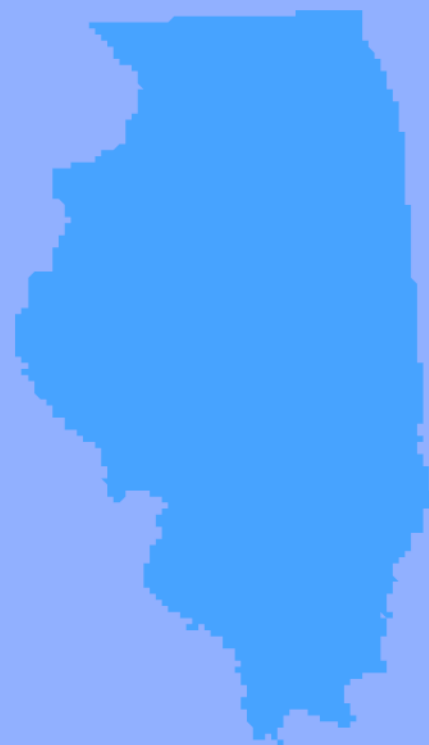




Governor's Cabinet on Children and Youth:

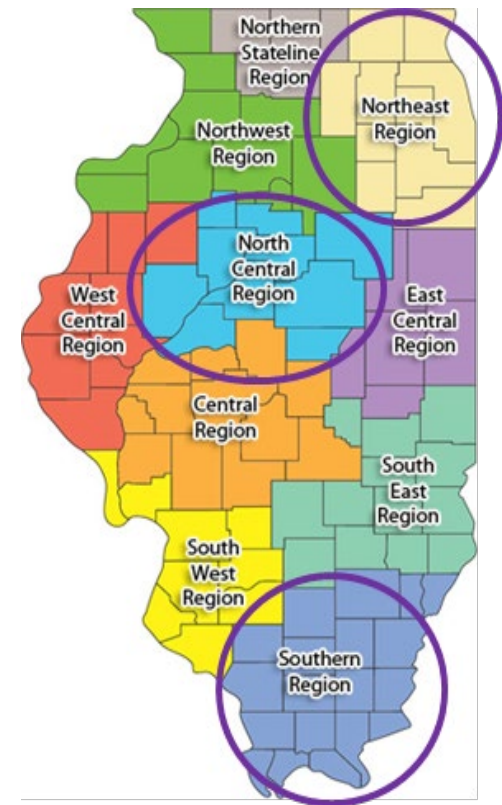
Workforce Readiness through Career Pathways and Apprenticeships

June 5, 2017



Project Update – Apprenticeship Pilots

- Received 13 applications for youth apprenticeships
- After formal review process, 10 applications were accepted
- Locations of Apprenticeship Pilot Programs
 - 4 Cook County
 - 5 Peoria/Normal/Springfield
 - 1 Marion
- Occupations/Industries
 - Healthcare
 - IT
 - Construction
 - Manufacturing
- Potential of 481 youth apprentices



Career Outcomes Initiative: Grant Awards

- Workforce Data Quality Initiative (USDOL federal award)
 - IL Dept of Commerce and Economic Opportunity (DCEO) and IL Dept of Employment Security (IDES)
 - Workforce connectivity and monthly earnings 1-year prior to completion and 2-years post-completion
 - by demographic characteristics for 6,400 WIA/Trade program completers (November 2015)
 - by local substate area for 1,500 WIA/Trade program completers with veteran military status (June 2016)
- Workforce Innovation Grant Fund (USDOL federal award)
 - IL Board of Higher Education, IL Dept of Commerce and Economic Opportunity (DCEO), IL Dept of Employment Security (IDES), and IL Student Assistance Commission,
 - Workforce connectivity, career earnings, and mapping career pathways 4-years post-completion
 - by institution, program study, and demographics for 25,000 graduates with a 4-year degree representing 11 public higher education institutions
 - Prototype development completed in May 2016
 - Administrators/Institutional Analysts decision-making tool
 - Prospective Students/Parents decision-making tool
- Talent Pipeline Management (US Chamber of Commerce award to Vermilion Advantage)
 - Vermilion Advantage, IL Community College Board, IL Dept of Commerce and Economic Opportunity (DCEO) and IL Dept of Employment Security (IDES)
 - Workforce connectivity and monthly earnings 1-year prior to completion and 2-years post-completion
 - by employer collaborative, industry, and local substate geography for 650 health science graduates (December 2016)

Career Outcomes Initiative: Public-Sector Partnership

- Workforce Development Services
 - IL Dept of Employment Security (IDES)
 - Manage and implement strategic planning; oversight analytical services and product development
 - Illinois State University (ISU)
 - Execute production record matching; coordinate analytical services and product development
- Technology services
 - IL Student Assistance Commission (ISAC)
- Subject matter experts on education/training programs
 - IL Board of Higher Education (IBHE)
 - IL Community College Board (ICCB)
 - IL Dept of Commerce and Economic Opportunity (DCEO)

Workforce Outcome Narratives

Conventional Narrative

- Individual-based measures
 - Unit of analysis: SSN
- Workforce outcomes
 - Outcome comparisons by program completion ignore workforce connectivity
 - Misleading reference group comparisons

Enhanced Narrative

- Job-based measures
 - Unit of analysis: pairing of SSN and Employer UI Account
- Workforce outcomes
 - Outcome comparisons by program completion linked to workforce connectivity
 - Valid reference group comparisons (cross-sectional and time-series)

Workforce Readiness through Career Pathways and Apprenticeships

- Data sharing partners
 - Associated Builders and Contractors IL, CompTia, Chamberlain University College of Nursing, IL Community College Board, IL Dept of Commerce and Economic Opportunity, Jane Addams Resource Center and Manufacturing Skills Standards Council
- 72,100 training participants from 2012-2014
 - 71,200 training completers and 900 training non-completers
 - 32,900 Youth and 38,300 Non-Youth training completers
- Industry sectors
 - Construction, Healthcare, Information Technology and Manufacturing

Overview: Analysis

- Population: Training Completers 2012 – 2014
 - Youth vs Non-Youth
 - Substate regions
 - Central, North, Northeast, Southeast, Southwest
 - Training programs
 - Construction (CST), Healthcare (HC), Information Technology (IT), Manufacturing (MFG)
- Career Outcomes
 - Workforce connectivity
 - Do training completers find employment?
 - Do employed training completers transition to job stability?
 - Career Earnings- level and growth
 - What are the earnings gains among training completers?

Do training completers find employment?

Chart 1. All Training Completers: Employment Count and Rate

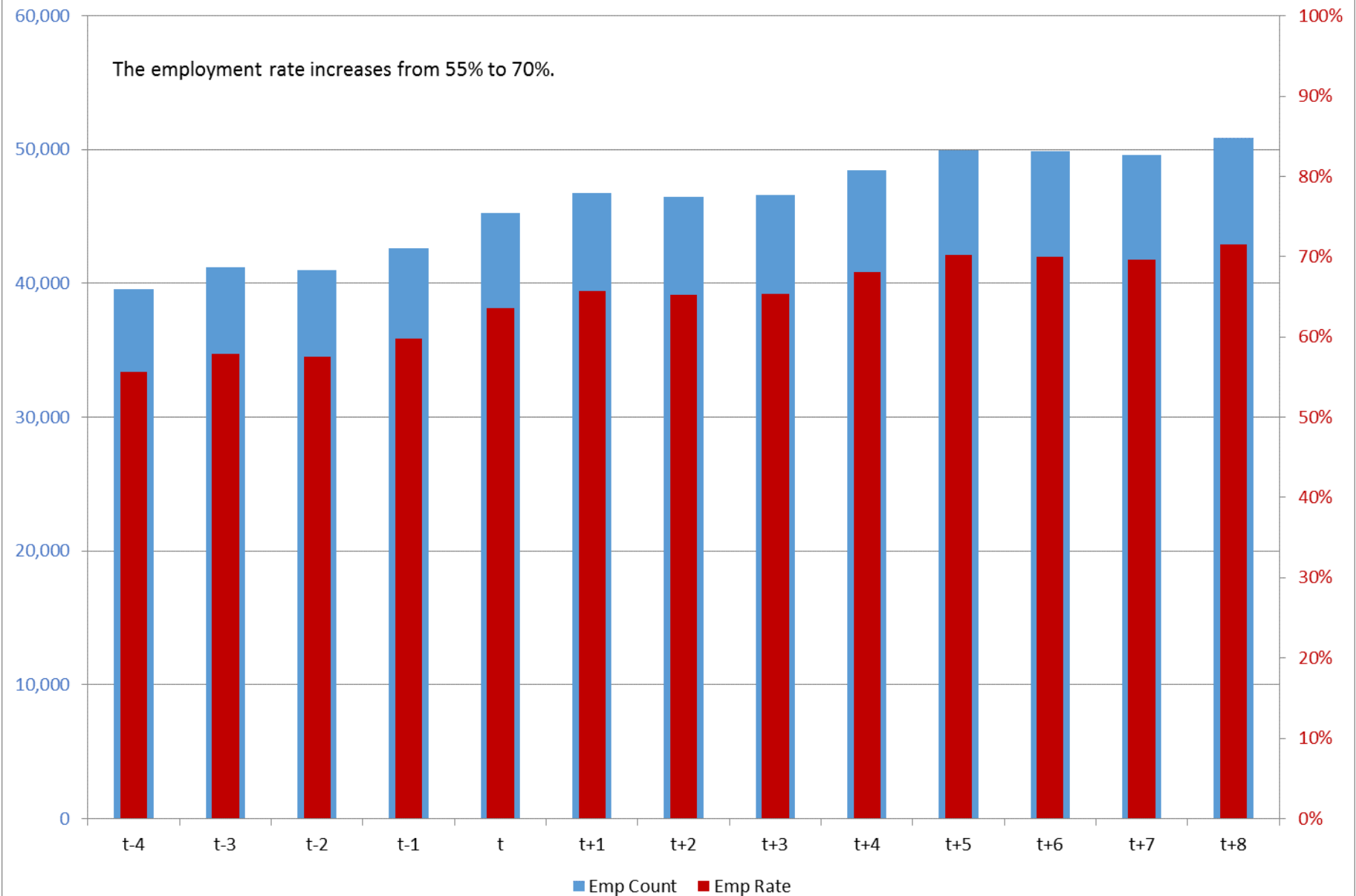


Chart 2. Completer Employment Rate: Youth vs Non-Youth

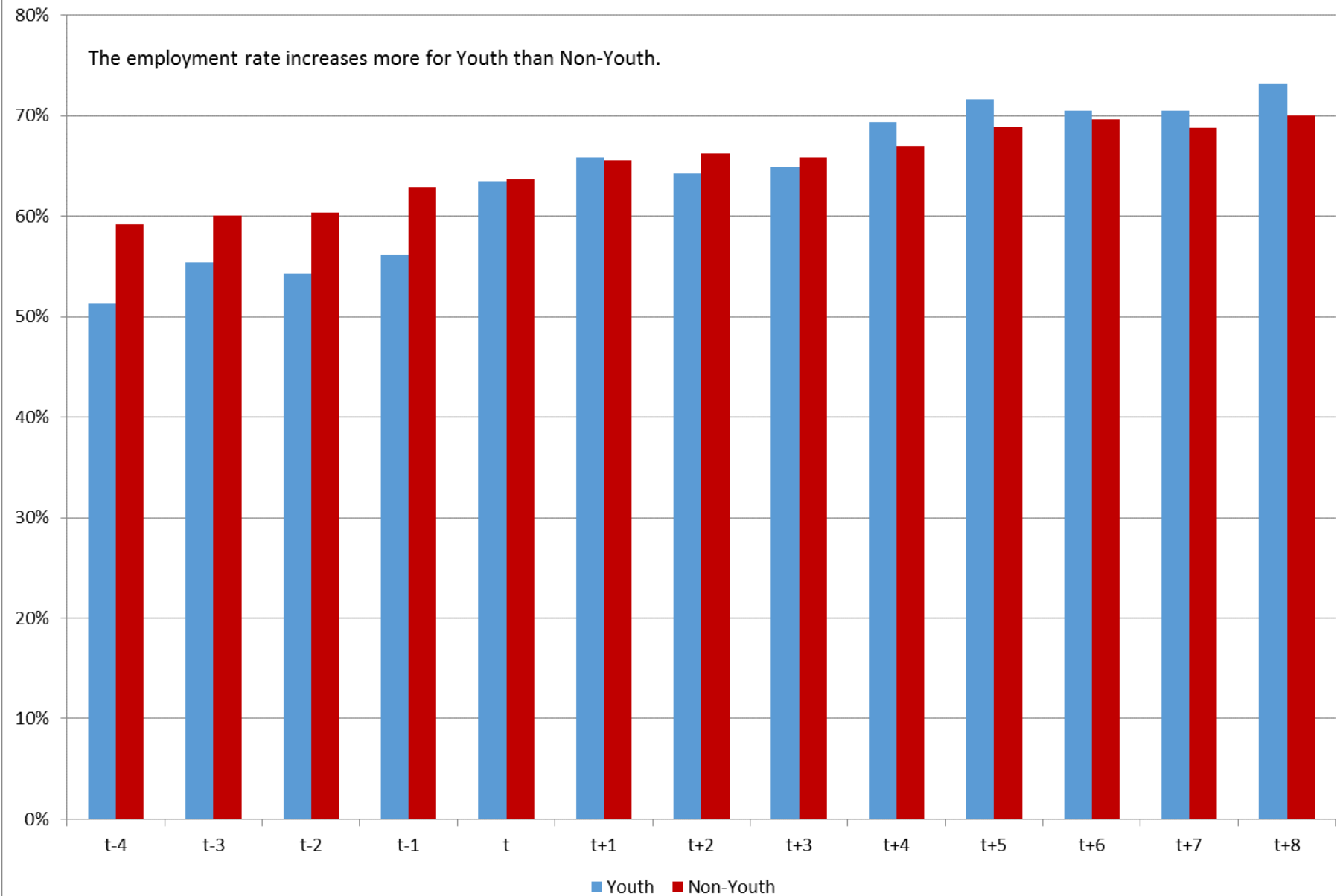


Chart 3. Youth Completer Employment Rate: Substate Regions

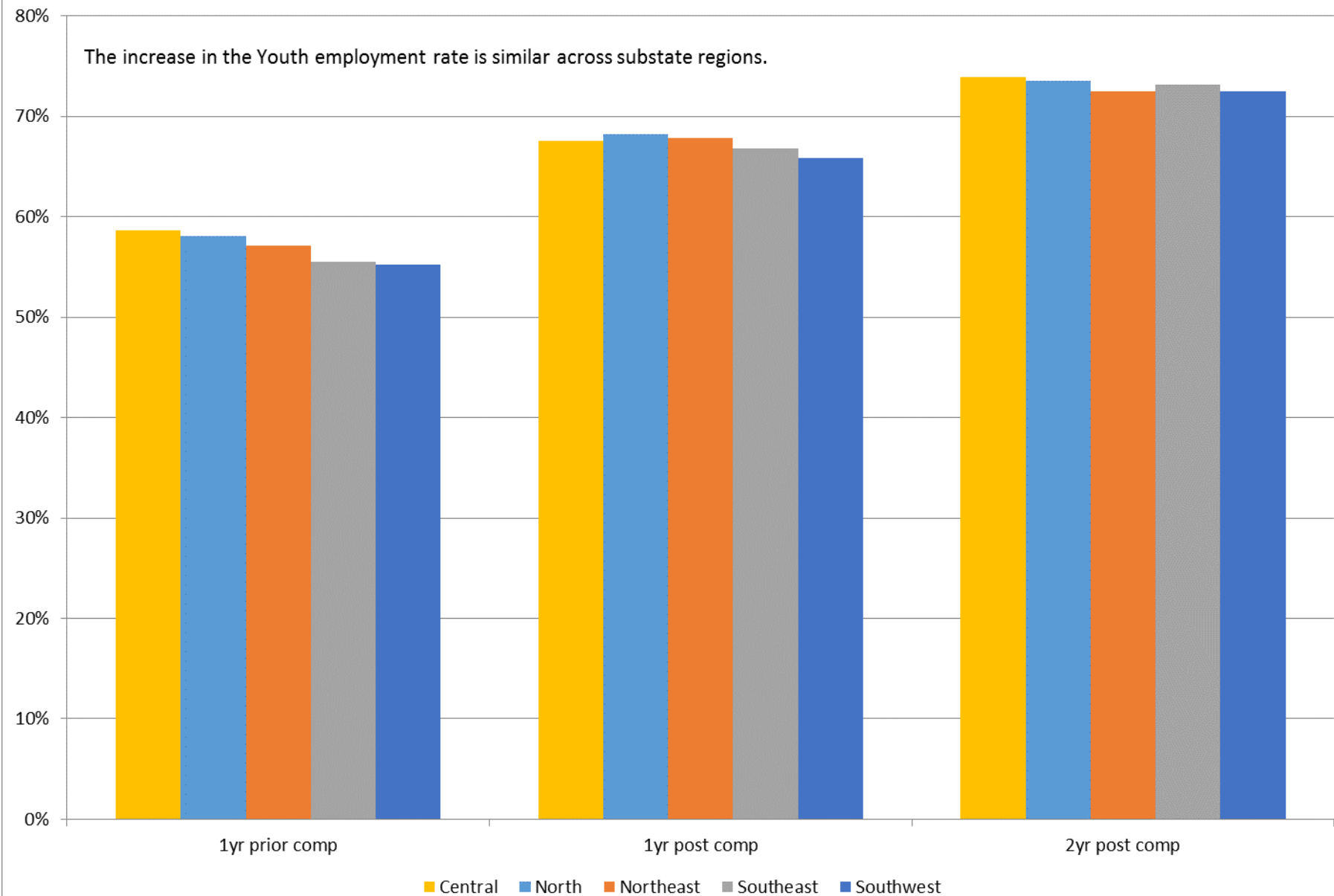
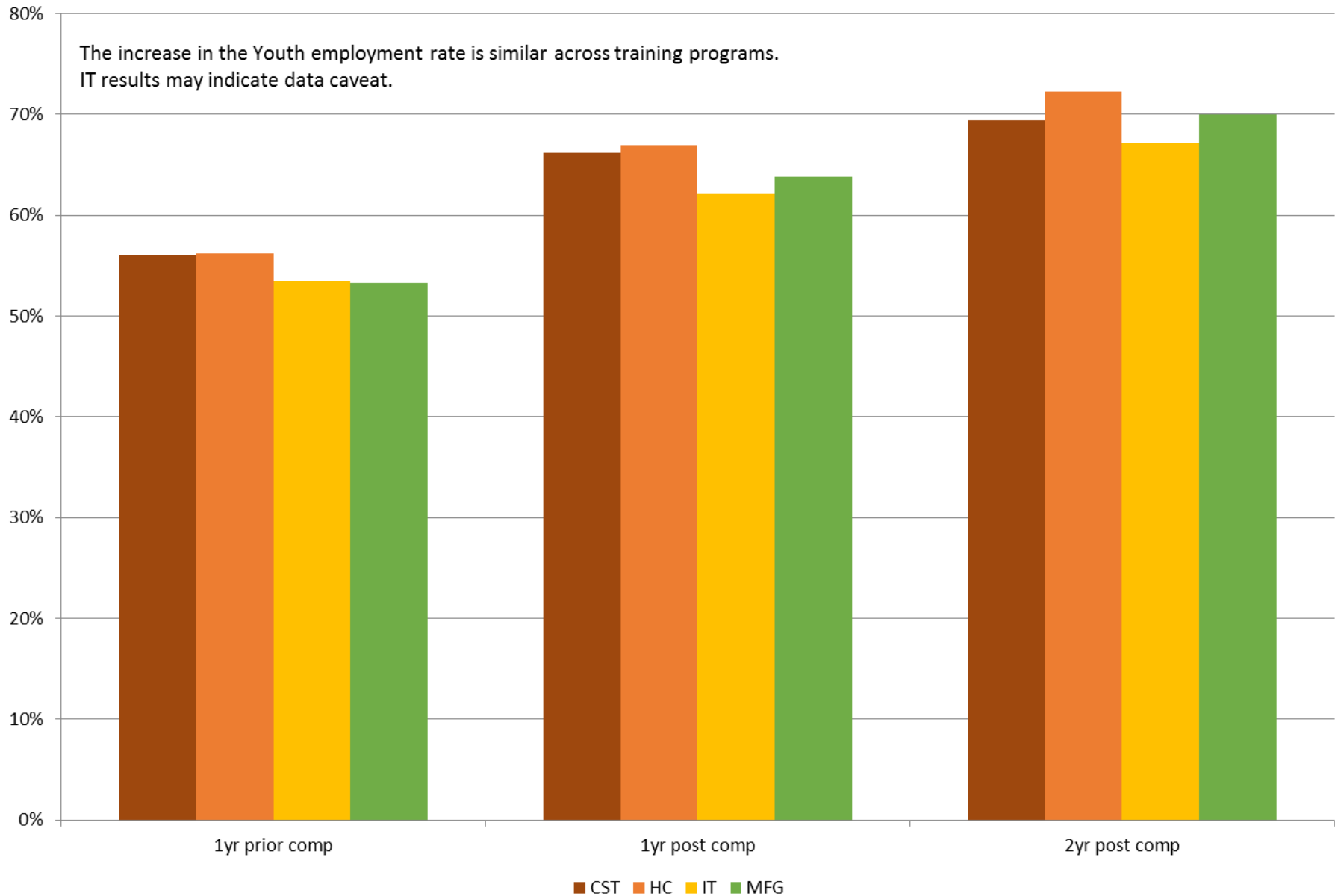


Chart 4. Youth Completer Employment Rate: Training Program

The increase in the Youth employment rate is similar across training programs.
IT results may indicate data caveat.



Findings: Workforce Connectivity

- Do training completers find employment?
 - Employment rate for training completers increases from 55% (1-year prior to completion) to more than 70% (2-years post completion)
 - Employment rate for Youth training completers is less than Non-Youth prior to completion, but exceeds Non-Youth 2 years after completion
 - Increase in Youth employment rate is similar across substate regions
 - Increase in Youth employment rate is similar across training programs
 - IT employment rate may indicate data caveat

Do employed training completers transition to job stability?

Chart 5. Training Completers: Employment vs Jobs

The number of jobs typically exceeds the number of employed persons by 20% to 25%.
Highlights the problem with the education paradigm for understanding workforce outcomes.

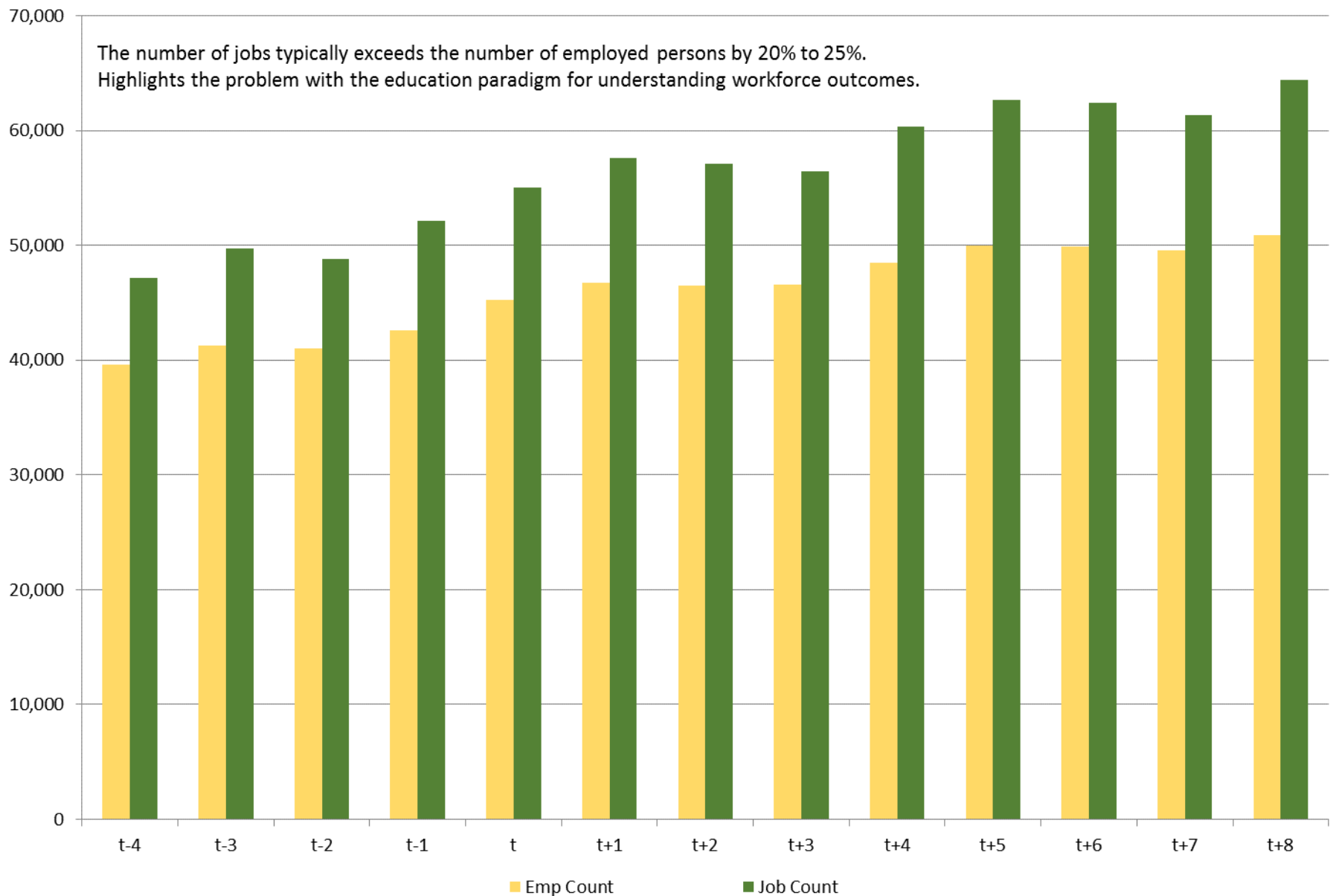


Chart 6. Transition to 3Q Job Stability: Youth vs Non-Youth

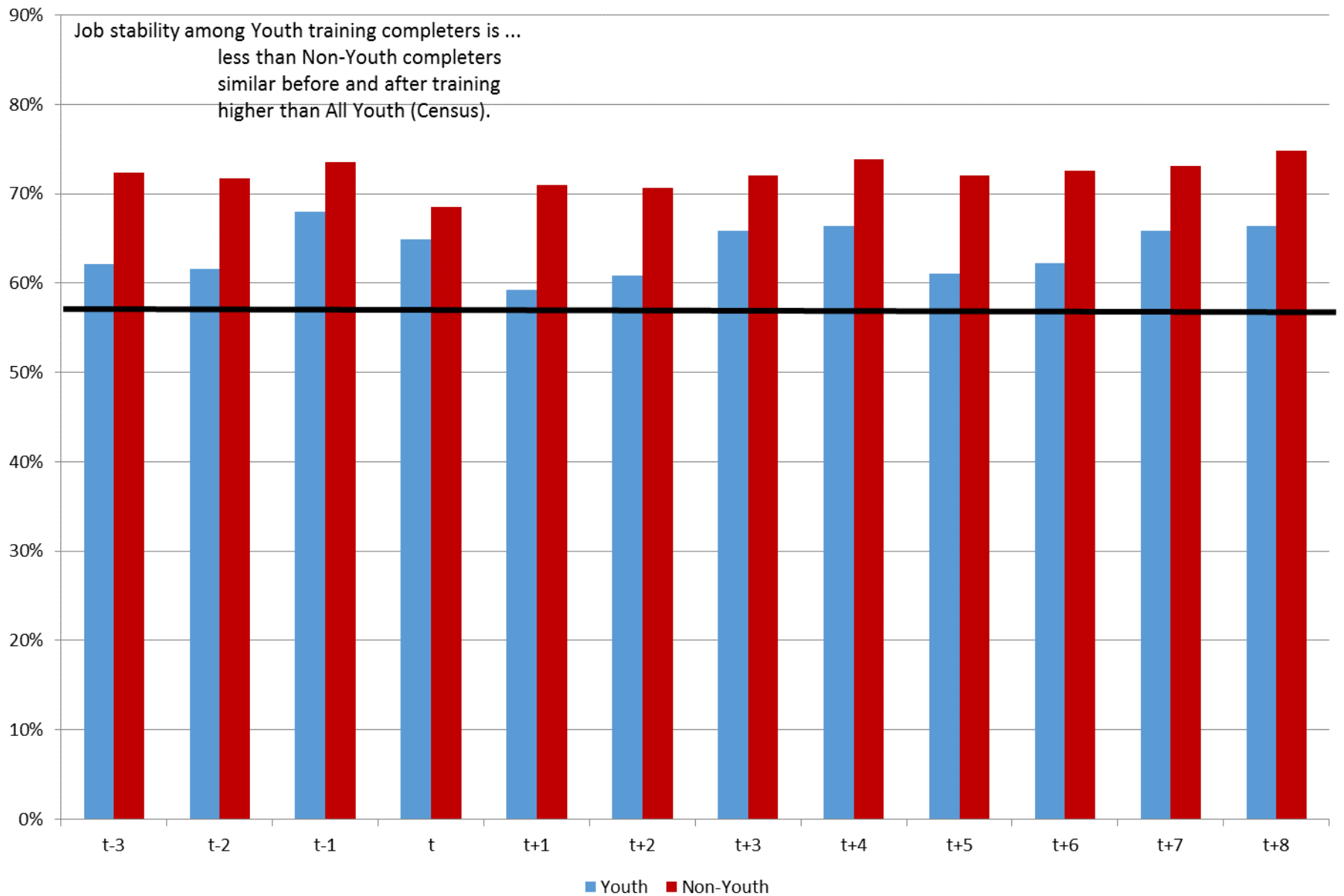


Chart 7. Workforce Connectivity Leakage is the Inverse of Job Stability

36% of employed Youth do not establish job stability, compared to 27% for Non-Youth.
These leakage rates are similar before and after training.

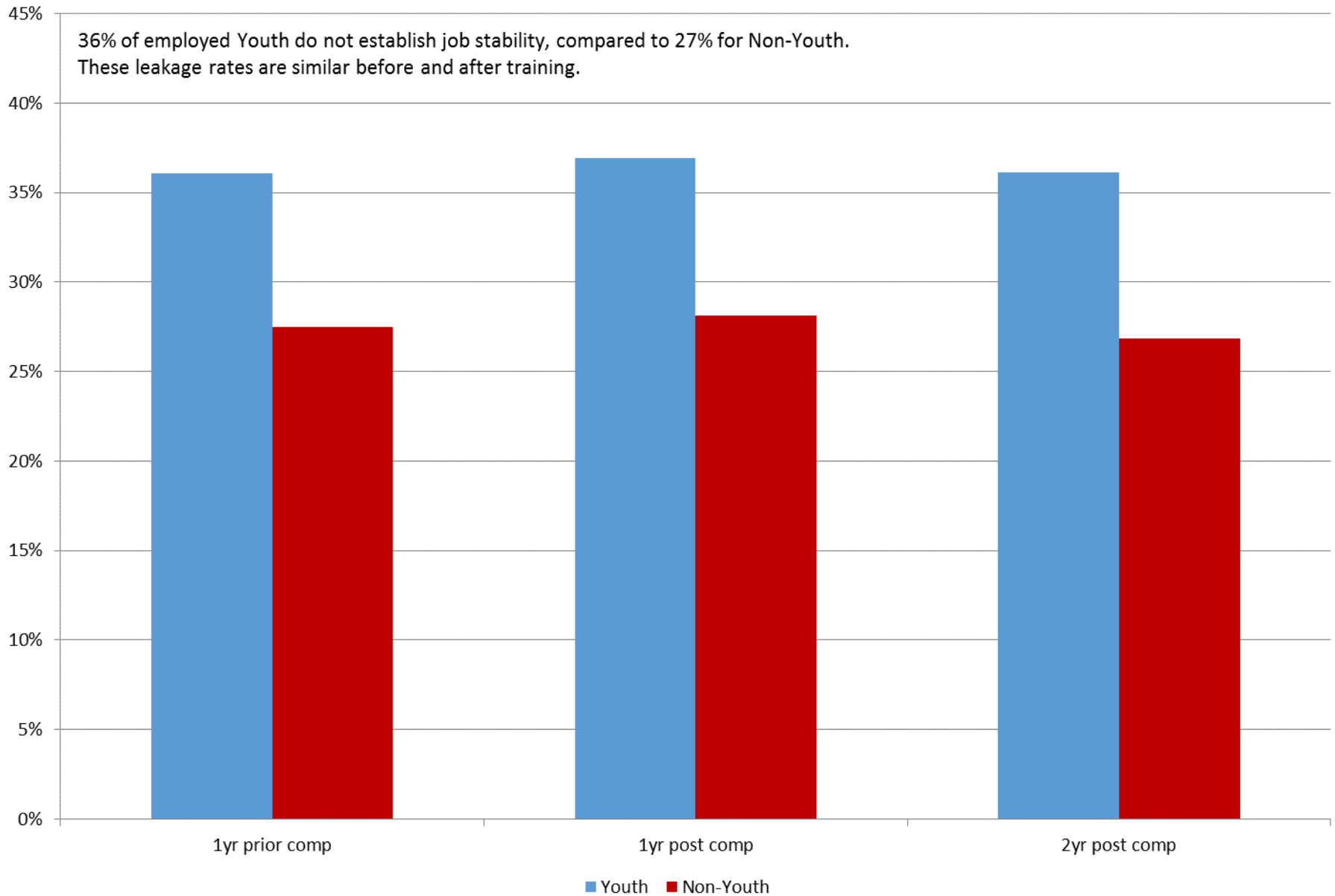


Chart 8. Youth Workforce Connectivity Leakage: Substate Regions

Leakage among Youth is similar across substate regions and before/after training.

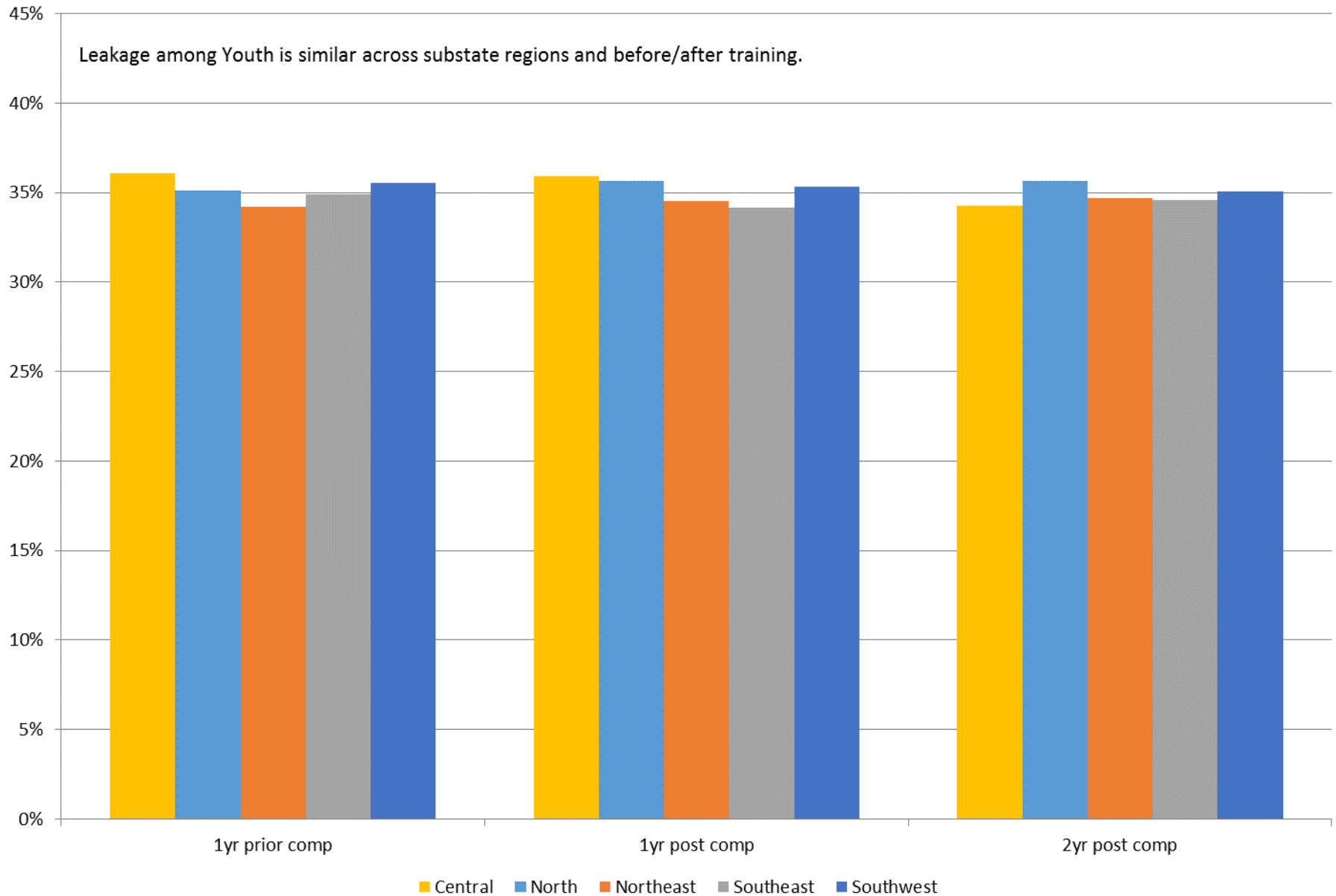
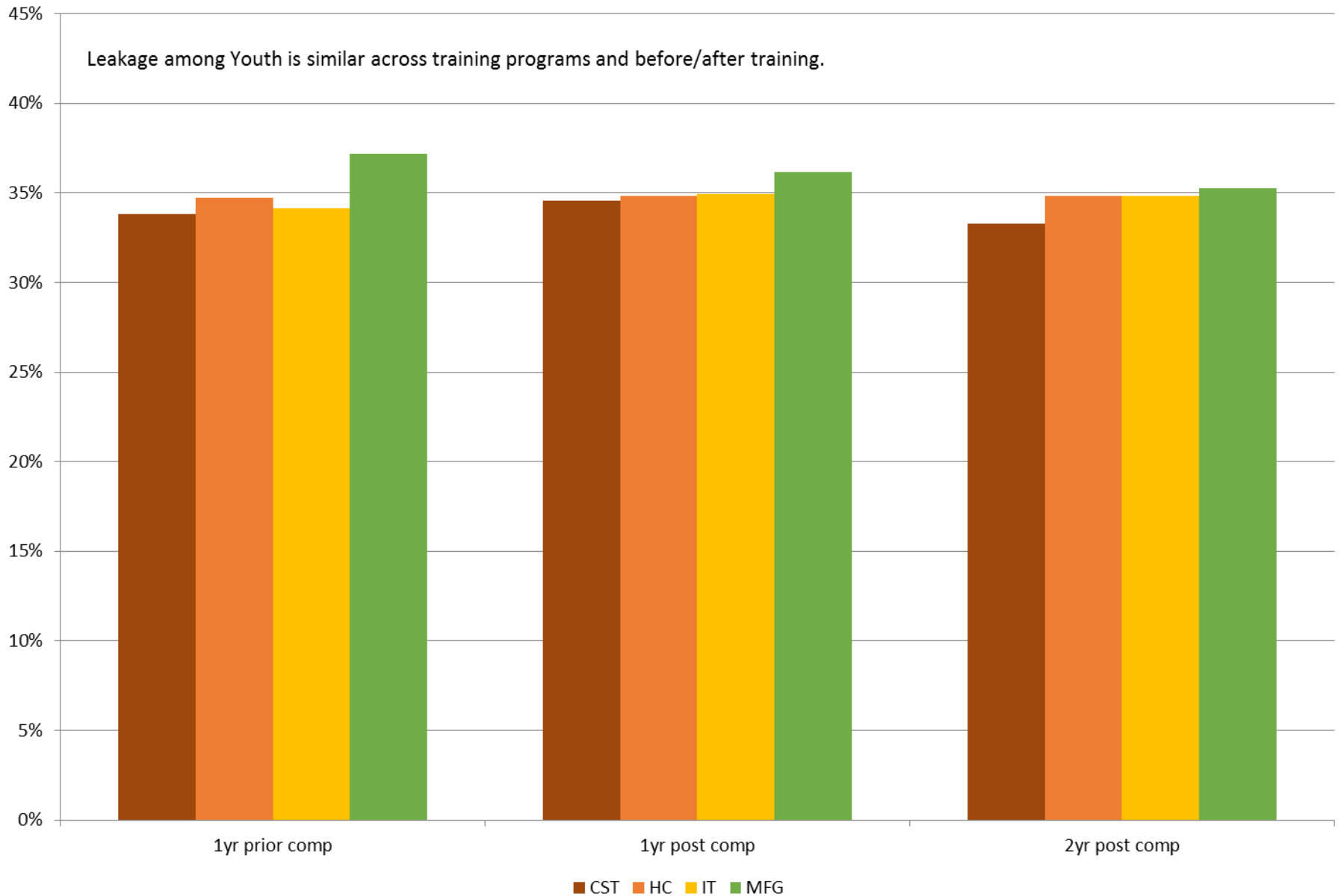


Chart 9. Youth Workforce Connectivity Leakage: Training Programs

Leakage among Youth is similar across training programs and before/after training.



Findings: Workforce Connectivity

- Do employed training completers transition to job stability?
 - The number of jobs typically exceeds the number of employed persons by 20% to 25%
 - Highlights the need for a job-based data infrastructure for workforce outcomes
 - Youth completer job stability is ...
 - less than Non-Youth completers
 - similar before and after training
 - higher than All Youth job stability (Census)
 - Youth workforce connectivity leakage
 - 36% of employed Youth do not establish job stability
 - 27% of employed Non-Youth do not establish job stability
 - Findings are similar before and after training

What are the earnings gains among training completers?

Chart 10. Monthly Earnings Measures: All Training Completers

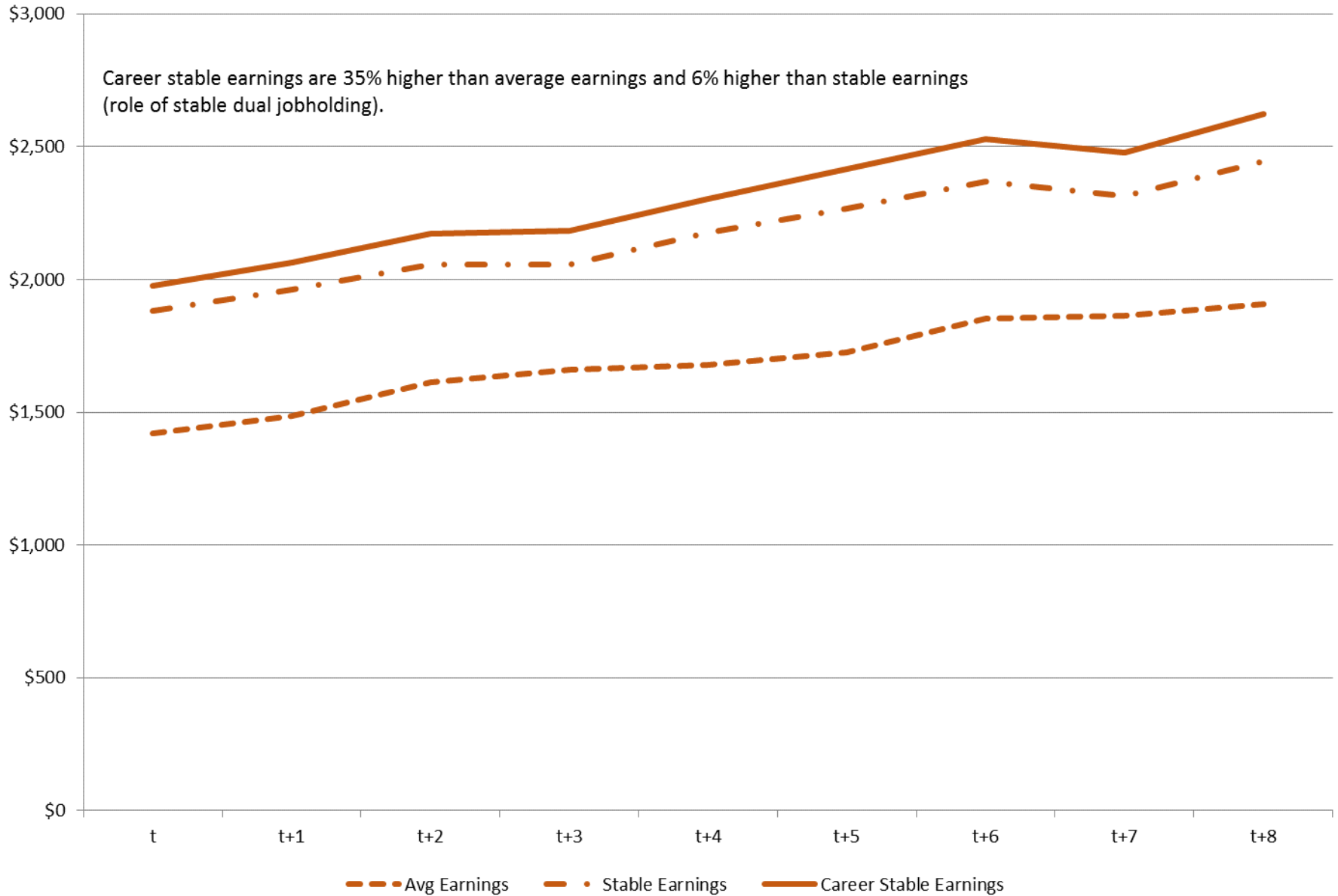


Chart 11. Career Earnings: 2yr Post Completion

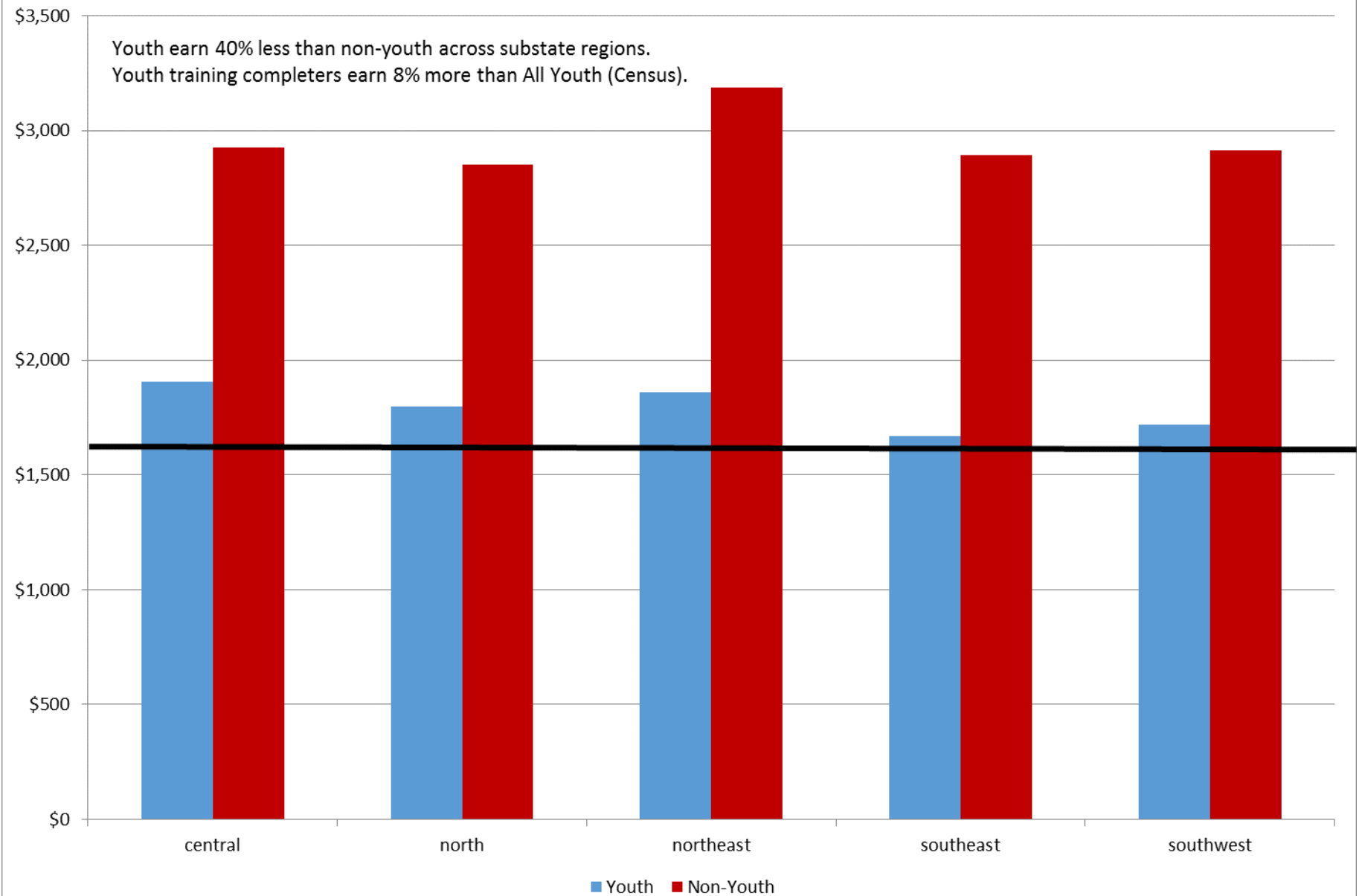
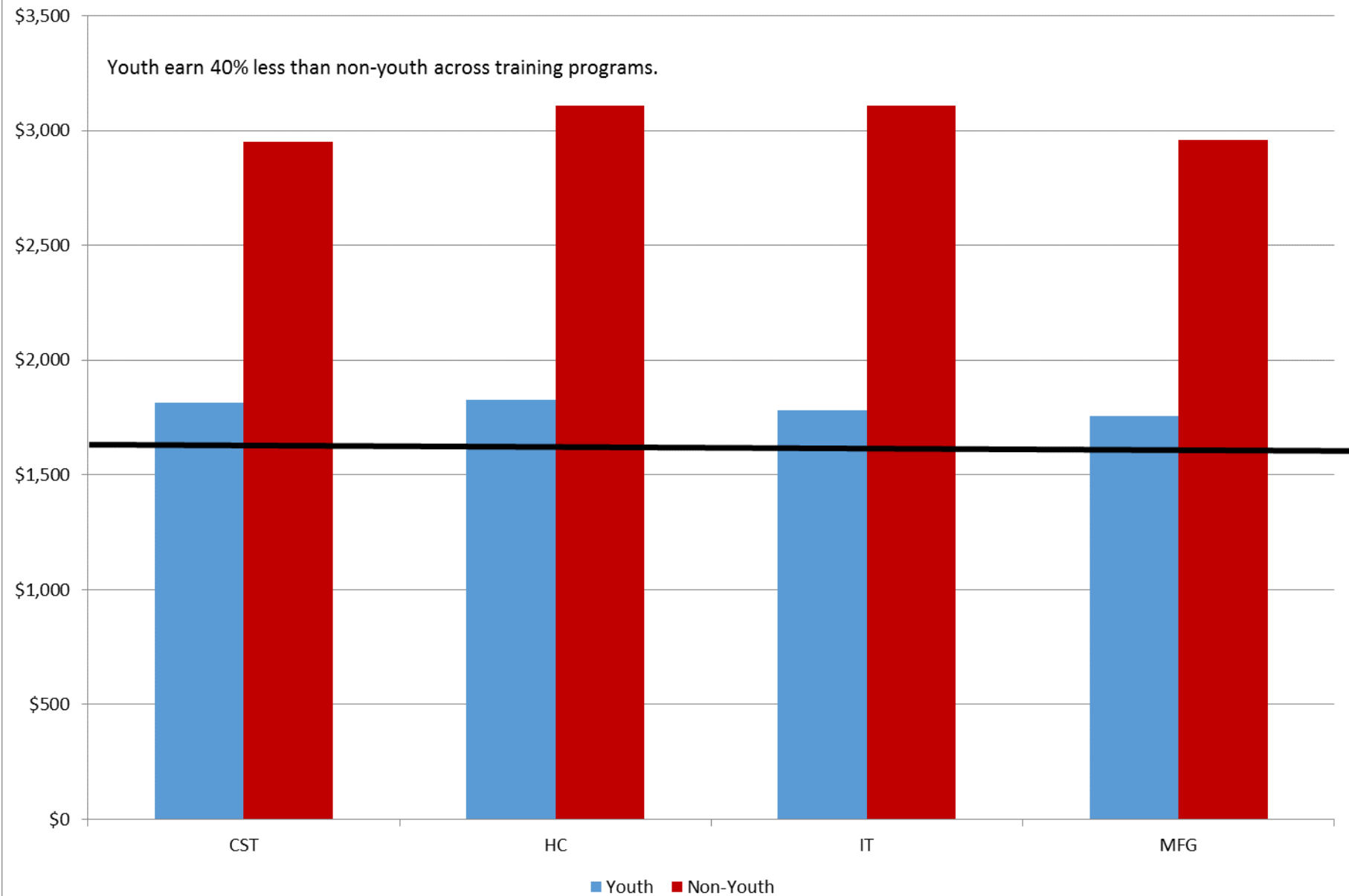


Chart 12. Career Earnings: 2yr Post Completion



**Chart 13. Over-the-Year Earnings Growth after Training:
Substate Regions**

Earnings growth among Youth is 25% across substate regions (slightly less in Southeast).
Earnings growth among Youth is two times higher than among Non-Youth.

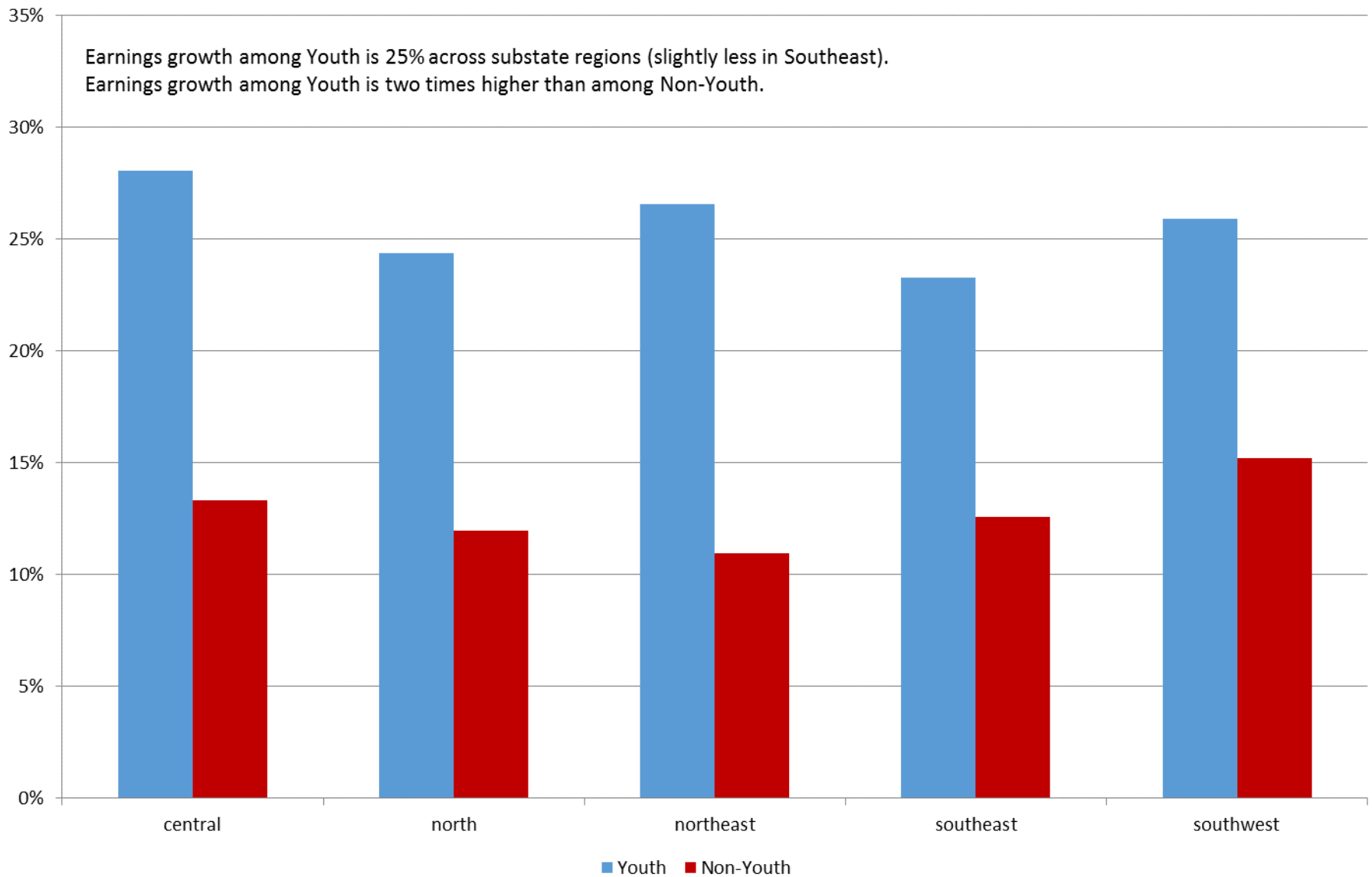
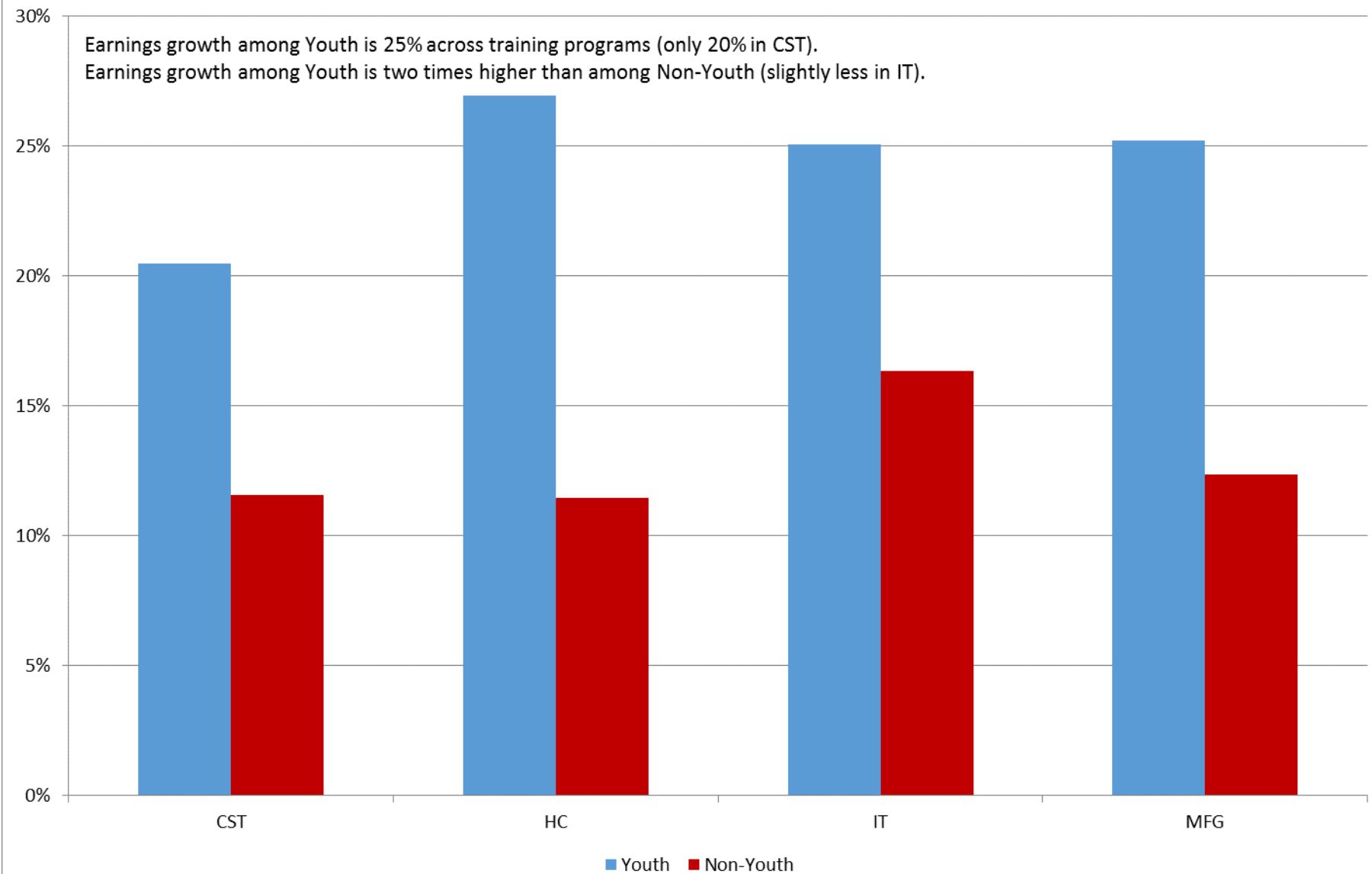


Chart 14. Over-the-Year Earnings Growth after Training: Training Programs



Findings: Earnings

- What are the earnings gains among training completers?
 - Earnings level
 - Youth earn 40% less than Non-Youth across substate regions and training programs
 - Youth training completers earn 8% more than All Youth
 - Over-the-Year earnings growth after training
 - Earnings growth among Youth is 25% and double the growth among Non-Youth across substate regions and training programs

Implications

- Workforce connectivity
 - Training increases Youth employment rates across substate regions and training programs
 - Training does not enhance the transition to job stability
 - Potential role of on-the-job training
 - Youth training completers demonstrate higher job stability than other youth
 - Determining the correct comparison timeframe or group is critical
- Earnings
 - Youth training completers earn more than other youth
 - Youth training completers who transition to job stability earn a premium of 25% within a two-year window

Workforce Readiness through Career Pathways and Apprenticeships: Next Steps

- Bolster data sharing partnerships
 - Present outcome results to each partner
 - Expand the pool of data sharing partners
 - Update Cabinet briefing material every six months with more current outcomes (extend beyond 2-year horizon)
- Refine mapping of career pathways for training completers
 - Integrate life-long learning metrics
 - Enrich our understanding of **career pathways** to include the impact of **life-long learning pathways**
 - 2003 cohort (135,000 students) High School Scholar Program/FAFSA
 - Integrate intergenerational mobility metrics
 - Enrich our understanding of **career pathways** to include the impact of **opportunity pathways** for students from low-income households and filtered through the life-long learning experience
 - 2003 cohort (135,000 students) High School Scholar Program/FAFSA