

# APPRENTICESHIP ILLINOIS TALENT PIPELINE MANAGEMENT CO/LAB ACADEMY



# AGENDA

## Boot Camp Overview

- TPM Training and Format
- Time Commitment
- Staff Selection
- Expected Outcomes
- Q & A

[Build a Winning Workforce with TPM - YouTube](#)

 **TPM Co/Lab**<sup>™</sup>  
Community. Collaboration. Innovation.

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SUBSCRIBE

## **Sector Strategy is a priority of the workforce system in Illinois.**

A business or industry sector partnership is a proven workforce development strategy that puts employers in the driver's seat, identifying needs beyond basic workplace skills and diving deeply into the industry's technical needs while reflecting the actual dynamics within a regional economy.

# INDUSTRY SECTOR PARTNERSHIPS

## THE ILLINOIS APPROACH

### TALENT PIPELINE MANAGEMENT



1. Built on industry best practices
2. Focused on employer-ROI
3. Authentically employer-led
4. Structured process for collective action and decision making
5. More granular and actionable data on workforce demand
6. Full spectrum of talent sourcing partners
7. Shared value, competitiveness, and accountability



# VALUE IN ORGANIZING AND/OR JOINING REGIONAL EMPLOYER COLLABORATIVE



Stronger brand  
recognition when  
recruiting



Improved leverage



Shared capacity  
building



Clear  
communication  
around talent needs

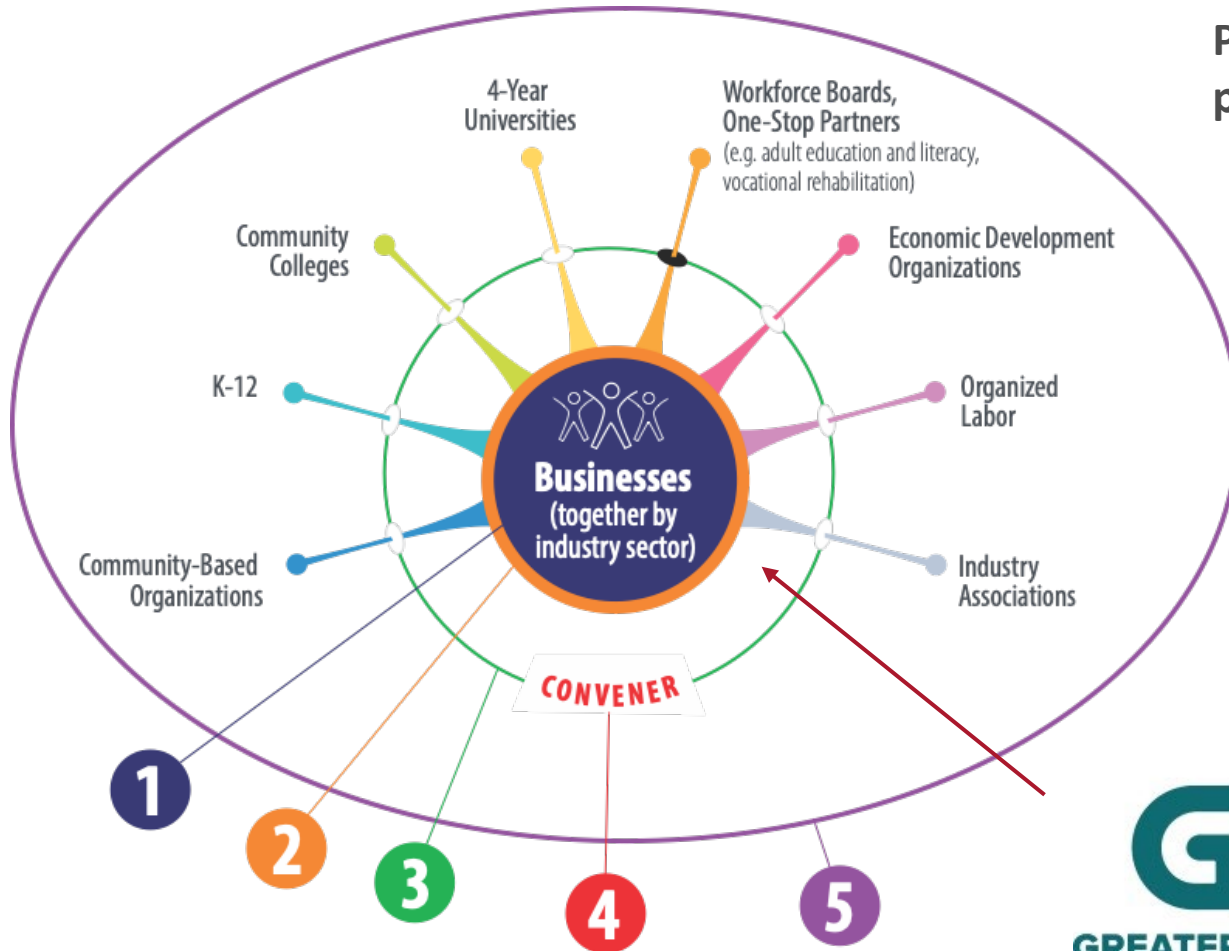


Easier management  
of business risk



Improve ROI

# WHO ARE THE PARTNERS IN AN INDUSTRY SECTOR PARTNERSHIP?



## Partner roles in industry sector partnerships

- 1 Business at Center
- 2 Industry as Partners
- 3 Aligned Community Partners
- 4 Qualified Convener
- 5 Regionally Focused

# SIX STRATEGIES PROVIDE A TALENT SUPPLY METHODOLOGY & SUPPORTS

## SECTOR STRATEGIES



### STRATEGY 1:

Organize for Employer Leadership and Collaboration



### STRATEGY 2:

Project Critical Job Demand



### STRATEGY 3:

Align & Communicate Job Requirements



### STRATEGY 4:

Analyze Talent Supply



### STRATEGY 5:

Build Talent Supply Chains

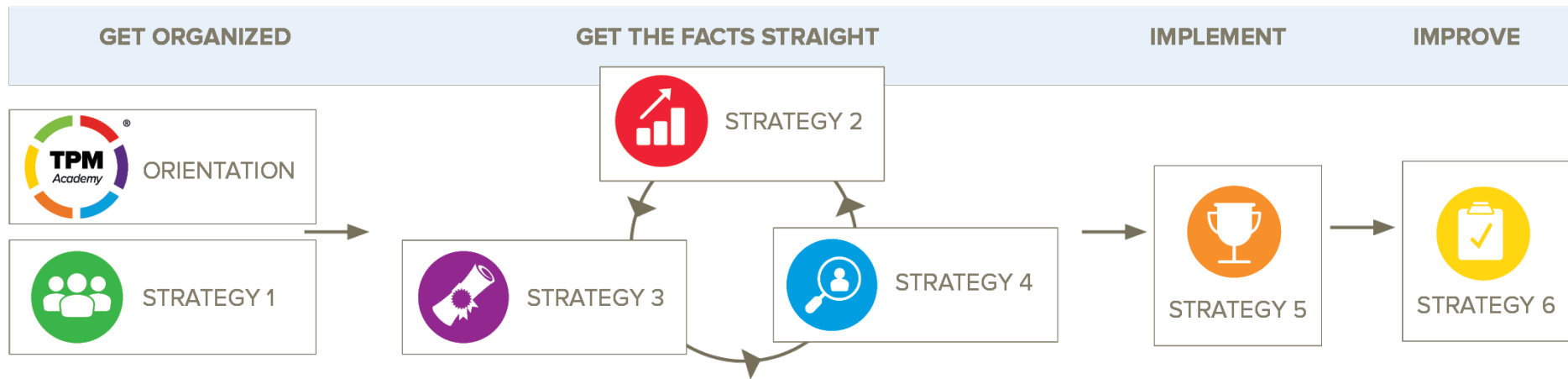


### STRATEGY 6:

Engage in Continuous Improvement & Resiliency Planning



# AN END-TO-END SUPPLY CHAIN APPROACH



# TRAINING ACTIVITIES AND PROGRAM OUTCOMES

# TRAINING OBJECTIVES

TPM training for Business Service Team representatives (DCEO Title I and IDES Title III) is to provide the resources and tools for the representatives to develop and support industry sector partnerships within each of the local workforce innovation areas (LWIAs) and the ten economic development regions (EDR).

# COST OF TRAINING

Over the past few years, DCEO has invested funds to create a talent flow system using the strategies as the foundation for Apprenticeship IL.

DCEO is committing funding for Title I and Title III LWIA BST staff to complete a TPM Academy Co/Lab and web tool training to support the local development of sector partnerships.

**\$2,250 VALUE/PERSON**

# TRAINING DESIGN

The training will consist of four parts:

1. Co/Lab online Learning Application,
2. Live sessions with a TPM faculty member,
3. A team project creating a selected sector partnership applying the six TPM strategies and integrating an apprenticeship, and
4. Web tool training for data collection.

# TPM TRAINING OUTLINE

Training will be led by Kim Kuchenbrod, USCCF TPM Faculty/Fellow and other TPM experts

Participants will be required to complete reading assignments before each strategy session.

Topic	Cohort Meeting Date
<b>TPM Orientation</b>	10/10 9 – 11 am
<b>Strategy 1 -</b>	10/17 9 - 11 am
<b>Strategy 2</b>	10/25 9 – 11 am
<b>Strategy 3</b>	11/7 9 – 11 am
<b>Strategy 4</b>	11/14 9 – 11 am
<b>Strategy 5 Part 1</b>	11/28 9 – 11 am
<b>Strategy 5 Part 2</b>	12/5 9 – 11 am
<b>Strategy 6</b>	12/12 9 – 11 am
<b>Graduation Ceremony/ Project Presentations</b>	TBD

# TPM Co/Lab Training Format



- The Co/Lab training course is a self-paced online application platform with enhanced learning, allowing individuals to reinforce their understanding of concepts and implementation
- Staff will participate in eight live learning sessions with their peers over the course of 12 weeks for 1.5-2 hours led by TPM Faculty Instructor.
- Each session will focus on a different TPM Strategy and will include presentations from TPM faculty members and practitioners from the field.

# TPM Co/Lab Training Format (cont)



- Participants will have the opportunity to receive 1:1 mentoring through cohort office hours.
- Participants will be divided into teams of 5-6 people to complete a project of creating an employer collaborative based on the TPM methodologies and present the project to a leadership team.
- Upon successful program completion, participants will be recognized as TPM-certified and receive a certificate of completion
- The TPM web tool training will occur in January 2024.



# THE ASK

- Select a Title I BST member to participate in the TPM Co/Lab training
- Complete an application (to be provided) and submit it to Kim Kuchenbrod @ [kmkuchh1@ilstu.edu](mailto:kmkuchh1@ilstu.edu) by the **September 29, 2023** deadline.
- Support the staff during the assigned training dates and times.
- Work with all BST members to develop sector partnerships using the TPM strategies and resources.

# ANTICIPATED OUTCOMES AND ROI

# SHARED PERFORMANCE MEASURES/ROI



## Career Awareness & Preparation

# WIOA PERFORMANCE ROI



% OF PARTICIPANTS  
IN UNSUBSIDIZED  
EMPLOYMENT  
DURING THE  
SECOND QUARTER  
AFTER EXIT FROM  
PROGRAM



% OF  
PARTICIPANTS IN  
UNSUBSIDIZED  
EMPLOYMENT  
DURING THE  
FOURTH QUARTER  
AFTER EXIT FROM  
PROGRAM



MEDIAN  
EARNINGS IN  
UNSUBSIDIZED  
EMPLOYMENT  
DURING THE  
SECOND  
QUARTER  
AFTER EXIT  
FROM THE  
PROGRAM



% OF PARTICIPANTS  
WHO OBTAINED A  
RECOGNIZED  
POSTSECONDARY  
CREDENTIAL, OR A  
SECONDARY  
SCHOOL DIPLOMA  
OR RECOGNIZED  
EQUIVALENT  
DURING  
PARTICIPATION OR  
WITHIN ONE-YEAR  
AFTER EXIT FROM  
THE PROGRAM



% OF  
PARTICIPANTS  
ACHIEVING  
MEASURABLE  
SKILL GAINS  
TOWARD A  
RECOGNIZED  
ADVANCED  
SECONDARY  
CREDENTIAL OR  
EMPLOYMENT



EFFECTIVENESS  
IN SERVING  
EMPLOYERS

# TPM ENGAGEMENT RESOURCES



[INTRODUCING TPM CO/LAB™ \(tpmacademy.org\)](http://tpmacademy.org)

[Supporting the Workforce of Today and Tomorrow |  
Talent Forward \(forwardontalent.org\)](http://forwardontalent.org)

[TPM Publications | U.S. Chamber of Commerce  
Foundation \(uschamberfoundation.org\)](http://uschamberfoundation.org)

Contact: **Kim Kuchenbrod**, CWDP, TPM Fellow  
Illinois' Work-Based Learning and Talent Pipeline Administrator  
[kmkuch1@ilstu.edu](mailto:kmkuch1@ilstu.edu)

# TESTIMONIAL



The model of TPM is needed for the design and implementation of effective workforce development strategies. As the USDOL moves towards sector engagement, organized employer collaboratives become more important. The challenge for the local workforce area is to think through which person and entity can be a backbone organization for this work.

Engaging in demand planning, communicating competency requirements, implementing shared measures, and aligning incentives all takes time and effort. Nationwide, the costs have been recouped by employers paying fees to participate. If we can have some success with pilots, then we may be able to get buy-in to scaled TPM projects.

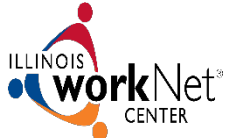
**DR. JUSTIN ARNOLD**

*Director*

**Workforce Development**

A division of the Champaign County Regional Planning Commission





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



## **Kim Kuchenbrod, CWDP**

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