

Core Solutions

- ***Increase awareness of Manufacturing, Healthcare and Transportation/Logistics Careers as well as elevate the status of these careers***
- ***Increase the job readiness of both youth and adults living within the region***
- ***Promote the region's low cost of living, location and the benefits of small town living. Expand mass transit to provide another benefit of living in this region***
- ***Create industry sector consortiums that encourage regional collaboration as well as identify ways to recruit and retain quality workers***
- ***Provide leadership/supervisory training to enhance workplace environments and better preparedness for career advancement***

Increase awareness of Manufacturing, Healthcare and Transportation/Logistics Careers as well as elevate the status of these careers

- Increasing awareness of manufacturing occupations by:
 - Providing tours/virtual tours of manufacturing facilities to middle and high school students
 - Creating manufacturing infomercials/programming on Channel One and web casts in the school system
 - Bringing back a “Vocational Track”
 - So. Indiana Career and Technical Education Center – Evansville is good model/facility
 - High Schools and Community Colleges could share equipment
 - Hold career fairs with interactive displays, videos and/or demonstrations about manufacturing for 5th and 6th students
 - “Industry on Parade”
 - Creating additional hands-on manufacturing occupational opportunities using for K-12 using HELLA Academy as a model
 - Expand Dual Credit Programs
- 4-Year, Community Colleges and High School student advisors and career counselors need to be:
 - Better informed about manufacturing occupations
 - Be provided more hand-on experience with manufacturers
- Review and assess HS and CC’s curriculum as it relates to manufacturing occupations.
 - Build Pipeline, ID the most need for the area
- Community Colleges and Regional Schools review National and State Skill Standards. If necessary, reinvent the standards

Partner with Community Colleges, K-12, CC and High School Advisors Career Counselors and Trucking Industry Associations like OOIDA to increase awareness of both the Trucking and Logistics Industry and the realities of being a Truck Driver

- Identify and select aptitude/career testing profiles
 - Career Cruising
 - KUDER
 - CWI Program
- Participate in career fair days
 - Find a local truck driver to speak to students AND provide a “hands-on” experience
 - Truck Rodeos
 - Set-up tours of trucking and logistics facilities

- See the process from the beginning to the end
- Include suppliers to trucking industry
- Describe career path

Community Colleges partner with Trucking and Logistic Operators to identify trade associations that could provide information, programs, services or other support to our region

Junior high, high schools, community colleges, universities, and parents work together to increase awareness and elevate the status of manufacturing tech. careers to junior and high school students

- Study F.I.R.S.T technology competition and classroom experiences like Mattoon High Schools Graphic Arts Vocational Class and use these models to design quality vocational educational experiences
- “Work Ethic of the month”
 - Could use Channel #2
- Take your child to work day
- Team-up teachers and manufacturing professionals
 - Provide tours of different manufacturers
 - Create hands-on experiences for the classroom and/or internships at manufacturing facilities
 - Meet with parents to share information about salary attainment
 - Re-evaluate “Hooks” to speak with students – create hooks that take into account a students point of view
- Have “Manufacturing Fridays” modeled after the military recruitment model
 - Have booths and manufacturer recruiters and community colleges with hands-on exhibits in the schools
- Create a modern media show that shows the “Sizzle” not the “Steak” of manufacturing occupations
- Create a mobile simulator – something hands-on that can tour around to different schools that catches students attention
 - Involve students in creating this simulator
- Local manufacturers create a DVD that showcases their facilities and career opportunities
- Improve vocational and career counseling to include plant tours, internships, career cruising/interest inventories

Community colleges and high school counselors provide current information about the earning potential and the opportunities of Diesel Technicians.

High schools, community colleges, (specifically their career and guidance counselors) state of IL, media, youth clubs, economic and workforce development boards partner to promote vocational education and manufacturing occupations elevate the status of vocational education programs as well as manufacturing occupations.

- Model the methods military recruiters use to encourage high school students to consider manufacturing occupations
- Use aptitude testing to measure skills and personality traits
- Fund career and guidance counselors who will:
 - Advise students about manufacturing occupations, training and internships.
 - Work with potential employers who have jobs to match their students skills

Doctor’s offices, health occupations programs and HS guidance counselors partner to introduce Certified Medical Assistants to a broader range of students

- Representatives from doctor’s offices and community colleges speak at:
 - Career fairs like the Future Fair
 - HS Health Occupations classes
 - HS and CC Business classes
- Create brochures
- Doctor’s offices offer scholarships/financial support to interested employees
 - Office would pay for education for a 2 year employment commitment from the employee
- Doctor’s office provide opportunities for potential students to “job shadow” an MOA for a day

Community Colleges High Schools and Health Care Providers partner to expand High School Dual Credit Health Occupations Program to improve CNA recruitment and preparedness

- Community Colleges and High Schools work to:
 - Expand program by partnering with more hospitals and adding long term care facilities as instruction sites
 - Partner with DCEO to secure funds to hire additional instructors.
 - Create a public awareness campaign – Perkins Dollars

Increase the job readiness of both youth and adults living within the region

Industry, schools, parents need to partner to encourage students to find their purpose, strive for the American Dream”

- Create a work ethic class in high school curriculum
 - Work with legislature to make it a graduation requirement
 - Contact Jim McShane to learn about JILG program
- Curriculum should include:
 - Self-care – vitamins, don’t smoke, eat healthy
 - Dress code – safety and appropriateness
 - Business etiquette and ethics
 - Cell phone, texting, computer, email
 - How to speak appropriately/professionally
 - Meet and greet, eye contact, what to talk about
 - Respectful workplace
- Interview techniques
 - Role Plays
- Inform students about how school attendance impacts their records/references
 - Have employers share their attendance expectations
- Work life balance – meal organization like crock pot/one pot meals
- Teach problem-solving to prepare students to “think” their way through work related problems like transportation, childcare

Identify how high school attendance records impact their employment futures

- Provide video/DVD modeled after the Disney interview DVD that provides information about appropriate interview dress, piercing, tattoos
 - Employers clearly identify their attendance expectations
- Emphasize CNA’s as the first step into the pipeline
- Provide Jr. High and high School education regarding:
 - “How to be a good employee
 - Explain how their lifestyle choices will impact their futures
- Provide business etiquette skills training like:
 - Resolving conflicts
 - Problem solving skills
- Help them manage their daily distractions
 - Transportations
 - Court cases
 - Manage child care
 - Psych testing
- Create network/association of CNA’s
 - Roundtable discussion regarding worklife issues
- Mentoring/OJT by experienced CNA’s
 - Recognition/reward feedback

- Consistently conduct employee exit interviews
- Current CNA curriculum should:
 - Provide more clinical experiences
 - Emphasize the career ladder of Health Occupations
 - employers should work to:
 - Make CNA's feel valued and that the work they
 - Strive to make the classroom/workplace a consistent, stable work environment
 - Good for CNA's who live in chaos
 - Point out that attendance is more flexible than manufacturing
 - Help them to see how important it is that they show up for work

Partner with CWIB, IDES, community colleges, employers, Dept. of Corrections, civic group, Chamber of Commerce(s) to provide life skills and job readiness training for adults.

- Training should be open to the public and offered often
 - Could be delivered like "One-stops" but not just for people like dislocated workers
- Curriculum could include:
 - Computer Readiness
 - Build confidence
 - MS Office
 - Internet – email search the web
 - Customer Service/focus
 - Help people to recognize that their appearance, attitude and actions represents the company
- Interviewing skills
 - Hygiene, appropriate clothes (dress for success, positive attitude, make eye contact, meet and greet/handshakes, showing up on time, know a bit about the job and the employer)
- How to complete an application
 - Spelling, neatness, accuracy, coming prepared with information about past employment (dates), references...

Partner with K-12 schools, workforce summit participants, civic groups, adult mentors/parents, youth organizations, community colleges, employers, police departments and regional municipalities to provide life skills and job readiness training for youth

- Education should be started as early as Junior High. Each year different aspects/topics could be covered
- Curriculum could include
 - Career Interest surveys those measures students' skills, preferences, personality, and interests. Surveys results should be presented to students in an encouraging manner and not "pigeon-hole"
 - Field trips to local employers

- Internship/mentoring types of experiences where local employers and students have multiple interactions
- Role plays that recreate interviews and dealing with typical workplace scenarios.
 - Mock interviews, making a positive first impression
 - Hand shake, hygiene, appearance/dress for success, etiquette, making eye contact

High schools, community colleges, civic organizations, employers and the state of Illinois partner to make Job Readiness training a graduation requirement from High School.

- Curriculum could include
 - Explanation of I-9 and W-2 forms
 - How to properly complete an application
 - Be prepared with work history descriptions and dates, spelling, accuracy, neatness
 - Writing a resume
 - How to present oneself at an interview
 - Avoid coming in a group or with a buddy, proper handshakes, making eye contact, cell phone etiquette, knowing a bit about the company (do some research), what to wear, what to talk about (not bad mouthing a past employer), the importance of being on time
 - Creating their business network
 - Family, friends, parents of their friends, teachers co-workers
 - How to follow-up an interview properly
 - How to “sell yourself” communicating the skills and qualities you bring to an employer

Promote the region's low cost of living, location and the benefits of small town living. Expand mass transit to provide another benefit of living in this region

Community leaders, economic developers, educators, CWIB chamber of commerce(s) partner to develop strategies to retain and attract residents and businesses in/to the region

- Encourage regional pride in K-12
- Chamber and RCDC partner to create a regional hometown newsletter to residents that are attending college out of the region
- Bus tours that feature favorite attractions and new improvements/developments in the region provided at High School Class Reunions
- Community Colleges support Small Business
 - Grow our own businesses "Create locally and Sell Globally" businesses
 - Broadband
 - Publicize those who are successfully in this endeavor
- SAIL, Chamber of Commerce and Economic Developers create a webpage focusing on communities in region

Economic development, manufacturers, universities and community college put together cost of living adjustment, net income analysis for this region as well as Decatur, Champaign, Springfield, Bloomington, Terra Haute, Indianapolis and other Indiana communities.

- Create a packet with this information that regional employers can use to recruit workers to the region

Regional employers, State of Illinois, Sr. Centers, Federal Grants/match, DOT, School Bus companies, Regional Council of Aging, Dial a Ride, Moultrie County Beacon, Independent Contractors from Amish Community

- Create 24/7 a regional transit system or car pool system
- Work with LakeLand (Dr. Mike Rudibaugh) to map employers to identify needs
- Establish region supply and demand by survey
- Contact existing mass transit in region like RIDES and South Central to learn if they could be expanded to the North region

Partner with public agencies and the private sector to increase awareness and educate the public as to the benefits of mass transit in this region. By expanding the service, more people will be employed and more people can benefit from mass transit service.

- Promote the safety, affordability and convenience of mass transit
 - Door to door service
 - Promote the savings in both fuel costs
 - Don't have to rely on family
- Expand services more fully through the counties
 - Could add fixed stop services

Create industry sector consortiums that encourage regional collaboration as well as identify ways to recruit and retain quality workers

Provide Strategic Plan for Educators, Manufacturers and Youth Organizations to create a mission/vision to regionally collaborate and build trust between members. Regional Collaboration would focus on:

- Partner to obtain funding
- Partnering Grants
- Sharing Employees
- Sharing Information and money – build trust

Create county (regional?) HR Network of Manufacturers to assess manufacturer's recruitment and retention needs

- Network could use web-conferencing and email to communicate more regularly with small to medium manufacturers
- Organize regularly scheduled lunch meetings for round table discussions, speakers
- Develop partnership to offer workforce certification program through Crossroads.
 - Graduates would be guaranteed a job interview with a local manufacturer upon completion
 - Pathways (workkeys, tabe, valpar, on time, resumes
 - Administered by CWIB

CWIB and local trucking and logistics operators to partner to create a regional network of Trucking and Logistics Operators.

- Group would meet once every 2 or 3 months and have an educational focus. topics could include
 - Recruitment
 - Retention
 - Reward and Incentives Best Practices
 - Profit Sharing to develop an “ownership” mindset among truck drivers
 - Bring family on long trips
 - Give rewards/incentive when delays or unforeseen events happen on the road
 - Logistics management
 - Updates on rules, regulation, policy
- Partner with CWIB's Manufacturing Network to discuss common concerns
- Partner with state legislators, agencies and lobbyist to advance ideas/policies that would benefit this Region's Truck and Logistic Operators.

Truck Operators, ITA, Mid-West Trucking, and AAPFTDS partner to study the feasibility of forming a consortium/501C3 Not for profit/foundation/TIF that will provide financial aid/funding/subsidies for truck driving school students.

Features of this organization would ensure:

- Partnering truck driving operators would:
 - Be encouraged to pay in to start the organization
 - This upfront cost could be “sold” as a portion of what they are currently spending annually in recruitment and turnover costs. The “hook” is that these costs will be reduced annually by this organization. In addition, operators would:
 - Work with schools to select/administer proper pre-screening and career interest profiles to prospective students
 - Be allowed “first-look” at students
 - Provide ride-time experience for students
 - Subsidize instructor’s salary
 - Provide at least one guaranteed interview with a local trucking company

Training providers, regional truck operators and trucking associations partner to gain a better understanding of what is happening in this region’s Transportation and /Logistics Sector as well as the shortage of truck drivers. Research should include:

- USDOT list of local truck operators
 - This list could be sent a short survey that asks:
 - Their annual and monthly hiring needs
 - Their annual recruitment/turnover costs
 - Assess our current regional training capacity
- Research what local companies have in annual turnover costs
- ID the number of truck drivers that live in the region but do not drive for a local/regional operator
- Track past truck driving students to:
 - Learn how they paid for truck driving school
 - Veterans, dislocated workers program, workforce development
 - Offer information about career opportunities in this region
 - Maintain a web page that lists job postings and updates about what is happening within this region’s transportation/logistics sector
 - Web page could link to community webpage so that individuals who have left the region could stay connected and be encouraged to consider returning to this region
- ID the number and location of local truck operators and distribution centers in the region

Industry recruiters, high schools, labor unions, community colleges, workforce development, universities, CWIB Dept. of Commerce, Dept. of Labor, economic development and legislature work to create incentives to attract and recruit workers/students to “hard to staff” manufacturing positions.

- Show employers ROI benefits of incentive programs
- Track employers turnover and recruitment costs
- Create scholarships programs
- Provide mentoring/internship programs to CC students
 - Expand LakeLand’s internship program and use it as a model
 - Get students on the job sites sooner

High Schools, community colleges, chamber of commerce(s), CWIB and State of Illinois agencies partner to improve communication and information sharing between state agencies and the schools and employers who could qualify for those agency’s services.

- Work to create a brochure and other materials to distribute to employers that explain services, program. Brochure could be supported by a web page
- Ask Chambers and/or CWIB to regularly host informational meetings that update local employment needs and trends and present a positive image of local manufacturing occupations
- Work with economic development to create DVD about the benefits of working and living in the SE region
- Work with media, local newsletters and magazines to feature stories that promote manufacturing occupations in a positive manner.
- Create a “One Stop” State Agency web page that is easy for employers to navigate
 - Keep webpage updated with service/program changes and the latest information
 - The importance of a positive attitude

Identify partners like IDOT, other mass transit districts and other local companies in the region that would like to explore the possibility of purchasing medical insurance together

- Greater numbers might translate to more buying power for the partners
- This would help reduce annual bidding costs

Create a regional partnership between Manufacturing, Workforce Development, Community Colleges, K-12 District/Regional School Systems to convince funding sources that even though our numbers are small, our needs in Rural Areas are very great

- Contact Lt. Gov. and legislators to inform of this concern
 - Create a downstate coalition
 - Find a sponsor to write legislation to make our small numbers eligible for funding
 - Write a group letter
- Create a grassroots group to create our own funding source(s)

Industry recruiters, high schools, labor unions, community colleges, workforce development, universities, CWIB Dept. of Commerce, Dept. of Labor, economic development and legislature work in partnership to make Illinois a more “business friendly” state

- Research best practices of other states
- Identify ways to bridge the “disconnect” between Chicago, Suburbs and downstate
- Work more actively to elect legislators who will be more friendly to business
- Work to make certain the public is better informed about how government decisions are impacting this region

Community Colleges partner with Trucking and Logistic Operators to identify trade associations that could provide information, programs, services or other support to our region

Provide leadership/supervisory training to enhance workplace environments and better preparedness for career advancement

Manufacturers, community colleges, trainer providers, economic development and professional associations work with employers to provide supervisory and leadership skills sooner in individual contributors. Evaluate and measure the success of this program so that Sr. management can track the ROI of this training

- Training should include:
 - Transitioning from Individual Contributor to Supervisor
 - Leadership vs. Management
 - Problem-solving – consistency
 - Recognize the importance of “getting around the floor” to best understand what is happening with their teams
 - Courage to move forward – take action
- Provide mentoring for new first-line supervisors
 - Find retired professionals
 - Use technology
 - Call a coach
 - Text a coach
 - Blog
 - Find time for mentoring during the workday on a regular/consistent basis
 - Off-site location
 - Create a local forum for supervisors to meet and have roundtable discussions
 - This could be done on-line
- Provide training for mentors
 - Understanding adult learning
 - Listening skills
 - Assessing a mentees needs
 - How to ask questions
 - Structured problem-solving
 - Conflict resolution skills
 - Leading change
 - Being a cheerleader
 - Feedback

Grow our own leaders by creating a regional partnership between schools, youth organizations, CWIB and manufacturing employers to:

- Work actively to encourage local youth to participate in organizations that provide opportunities to develop leadership qualities
 - Band/music programs, Drum Majors, Sports Teams, and BSA/GSA. 4-H, FFA, Church groups...

- Manufacturing employers support the youth organizations by becoming involved as volunteer leaders, providing sites for meetings, giving tours and speaking at meetings about leadership topics
- Manufacturing employers should emphasize that students who develop leadership skills will most likely advance to higher paying jobs.

Manufacturing

Provide specific “Journeyman” Training

- Create a partnership between Community Colleges, K-12 District and Regional Schools, EIU, SIU, U of I and youth organizations like FFA, BSA, GSA, 4-H to enhance education and training in Manufacturing Occupations by:
 - Increasing the number of manufacturers on Community College and High School Curriculum Boards so that the curriculum reflects the manufacturer’s ***SPECIFIC*** needs.
 - To better define manufacturing occupations
 - Providing more hands-on training experiences in manufacturing occupational training (applied vs. theory)
 - Community Colleges partner with unions to develop local certification programs
 - Community Colleges and Workforce Development approach State Education Boards to seek approval to provide apprenticeships in manufacturing occupations throughout the state.
 - Provide more/better internships and apprenticeships
 - Mt. Carmel model for internships
 - High School and Community College Collaborate on Internships

Provide strategic planning to small and medium size manufacturer to identify their HR needs

Increase funding to BIS for creating marketing, staffing and public relations

Community College will investigate to:

- Define “Certified Welder”
- Determine the feasibility of providing this “Certification” locally

Transportation/Logistics Sector

DCEO, Community Colleges and CWIB partner to determine the feasibility of purchasing a Truck Simulator

Community Colleges and Trucking and Logistics Operators partner to identify additional courses for truck drivers.

- Logistics Management
- Agency = Brokering Loads

Healthcare

CNA

Reduce absenteeism and improve retention of CNA's by providing subsidized/free/affordable childcare 24/7

- Partner CWIB, healthcare professionals and social service agencies to:
 - Work to promote long term solutions, like childcare, to increase CNA retention levels.
 - Examine state rules and regulations governing childcare services and facilities
 - Identify current childcare locations and providers
 - Research programs like “Project Child”
 - Approach county, business and board for funding
 - Customize childcare for health care occupations.
 - IE “Sick Child” childcare (currently offered at Carle Clinic)
 - Child care for evening and night shifts
 - Contact “Rides” to expand services to evenings and nights
 - Provide free transportation

Health Care providers improve working conditions for CNA's by working with IDPH to improve on-site inspections process

- Partner with IHCA, IHA and LSN to:
 - Learn about the IDPH board and how the board is structured
 - Begin a discussion with the board to create an inspection process that focused on solutions, education and prevention – use OSHA's voluntary inspection process
 - More carrots less sledge hammer

Health Care Provides, CWIB, IWP and Illinois State Legislators partner to increase wages by working to classify/qualify CNA's for tax break or a lower tax bracket

- Capture the Welfare to Work Population

- Organize a group through IWP to contact state legislators to “make this case” for CNA’s
 - a. Features:
 - i. To qualify, recipients must complete “Adult Basic Education Certification”
 - ii. Gets people off welfare/public assistance
 - iii. Could be “budget neutral” – build in incentives

Health Care providers provide incentives like gift cards, overtime pay, paid time off for perfect attendance and earning back points for attendance policy

RN & LPN

EIU, SIU and CC improve existing nursing programs by:

- Expanding High School Dual Credit Health Occupations Program to improve CNA recruitment and preparedness
 - Community Colleges and High Schools work to:
 - Expand program by partnering with more hospitals and adding long term care facilities
 - Partner with DCEO to secure funds to hire additional instructors, purchase equipment and student supplies like uniforms, watches and stethoscope
 - Address “credit transfer” issue of dual credit courses
- Community Colleges partner with Social Service agencies and state officials to minimize loan obligations

Incorporate technologies such as distance and on-line learning to most efficiently provide nursing student’s general education and CEU classes

- Hospitals partner with long term care facilities and other health care providers to share their computer labs for on-line learning
 - Contact Andrea for lists of what they have funded
- Healthcare providers and the deans of nursing at community colleges partner to use technology to create on-line and distance learning CEU classes in response to the 20 hour CEU Nursing requirement being implemented in Illinois in 2008
- Pool local experts to teach classes
- Examine how technology could reduce waste and time and improve accuracy and efficiency. IE Doing charts
- Healthcare providers work together as a region to research software options, tax incentives and such to understand how best to upgrade their systems. Some charting systems have been in place since the 1960’s

HC employers, workforce development, college level training/university educators and RNs look for resources to teach organizations to use innovative staffing models

- Assess/research scheduling software programs
 - Assess costs and training to logistics, training, analyzing staffing needs
- “Lean” Organization
- Analyze “mother’s hours”

Doctor's offices, community colleges, legislators, hospitals, IHA, INA, long term care facilities, CWIB, Community college teachers union, state nursing board should partner to increase the number of ADN graduates in this region

- Increase the number of clinical educators
- Secure more scholarships – TNT/Senator Durbin
- Hospitals partner to provide funding for more competitive salaries for CC nursing educators
- Allow BSN's to teach ADN's
- Identify clinical more clinical sites in this region, or, use existing sites more efficiently (nights and weekends)

Doctor's offices promote the fact that they offer better schedules, working conditions. Create incentives to attract more nurses to their practices.

- Offer "flex" hours and job sharing
- 2 to 2 ½ hours shifts for peak phone hours
- Provide babysitting/childcare on-site or purchase "slots" at a neighborhood child care facility.
- Allow phone triage nurses to work out of their homes

LPN's

Contact long care providers to assess their LPN needs

Respiratory Therapists training program

- Explore having community colleges provide Respiratory Therapy training
- Explore how to find instructors
- SBLHC and St. Anthony's to provide facilities for clinical
- Long-term facilities to provide facilities locations too

Physical and Occupations Therapists

- Approach University like EIU and SIUE to add Physical and Occupational programs
 - Region should be prepared to provide clinical sites for either SIUE or EIU
- Attract Physical and Occupational Therapists by:
 - Offering flexible hours/schedules
 - Provide incentives – hybrid cars...

Medical Lab Techs.

- Research the supply and demand of Medical Lab Techs.
- Research requirements for instructors
- Identify tech savvy students and inform them about the career opportunities in this profession

Medical Office Assistants

Doctor's offices, HS health occupations program and community colleges partner to create an accredited community college curriculum that combines the clinical and

business aspects/functions of the job. Curriculum should also require a clinical internship

- Contact American Association of Medical Assistants for accreditation requirements
- Contact accredited programs located in the state of Illinois
 - Collinsville, Springfield, Bellville and Peoria
- Curriculum could include:
 - Vital signs, medical terms, phlebotomy/drawing blood, insurance eligibility/verification and follow-up, verbal and written communication, computer skills including MS Office and medical practice management software, lab skills like urine, throat cultures, pharmacology basics, leadership skills, customer service, chart doc. for chief compliance and medical list , EKG, spirometry, pathology, hippa training, confidentiality, law and ethics, patient billing/coding