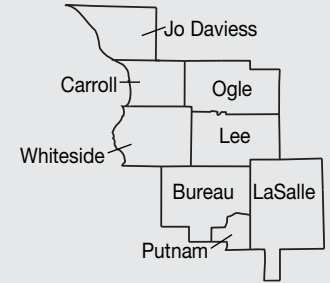




Geared Toward The Future

NORTHWEST CENTRAL ILLINOIS **WORKS**



Annual Report



July 1, 2013—June 30, 2014



Greetings!

On behalf of Northwest Central Illinois Works (NCI Works), we would like to present our Program Year 13 (July 1, 2013 – June 30, 2014) Annual Report.

This annual report reflects the results of our first year as an 8-county area, and we are both pleased and proud to say that we had an outstanding year. Under the leadership of our co-executive directors Pam Furlan and

Kathy Day, we met and/or exceeded all federal performance measures, served 1,152 individuals, assisted 121 businesses, successfully implemented a number of initiatives and passed both State monitoring reviews and independent audits with flying colors!

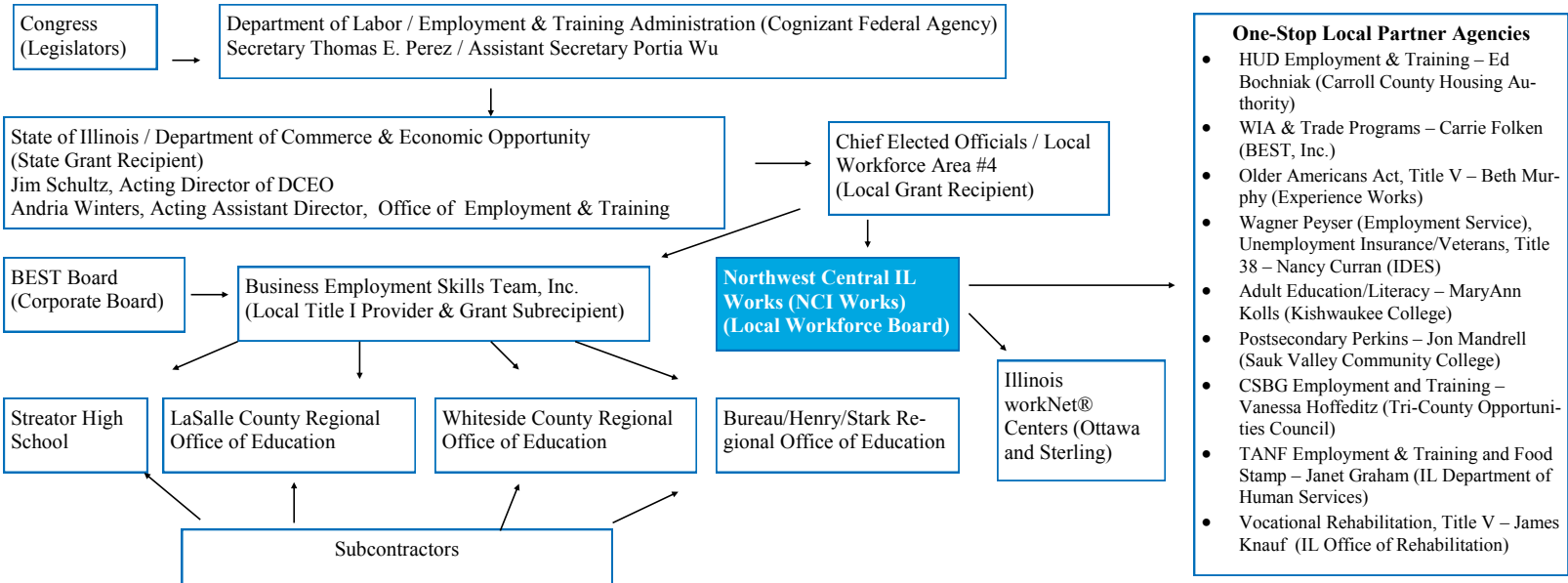
We invite you to review this report to learn more about some of our special projects, the economic impact we have had in local communities and the individuals who were recognized for their award-winning achievements last year.

As we near the end of the second year of our merger, we look forward to yet another, even greater transition. After years of a concerted effort to reauthorize the Workforce Investment Act (WIA), President Obama signed the Workforce Innovation and Opportunity Act (WIOA) into law on July 22, 2014 after passing both the House and the Senate by huge bi-partisan majorities. We are excited about the new opportunities WIOA affords our businesses, our job seekers and our emerging talent pipeline of future workers.

We thank you for your past support, and we hope you will join us on this new journey as we join more than 400 other workforce boards across the nation to build an even better national workforce development system.

Linda S. Burt

Cory Robbins



Program Year 2013 Highlights *July 1, 2013—June 30, 2014*

10th Annual “Work in the Real World”

Our 10th Annual Work in the Real World was held on November 1, 2013 at Sauk Valley College. We had 10 schools, 244 students and 37 businesses/presenters participate. The youth received some wonderful career information, and had an opportunity to ask questions of the presenters and local business leaders. Four (4) of our NCI Works members participated and a fifth member sent a representative from his business to participate. Collaborative Partners: NCI Works, BEST, Inc., SVCC and Whiteside Area Career Center.

NCI Works Hosts Annual Employer Conference

We held our 11th Annual Employer Conference on August 18, 2013 at the Mendota Civic Center. Fifty-four (54) people attended the conference and listen to two excellent presentations: *10 Myths About Employment Law Debunked* presented by Stephanie Shirley, Attorney At Law with Jackson Lewis LLP; and, *Growing Blue Ribbon Results* presented by Jones Loflin with Helping Others Prepare for Excellence, Inc. Collaborative Partners: NCI Works, BEST, Inc., Illinois Valley SHRM, and the local chambers.

Open Meetings Act Amendment

Thanks to the tireless efforts and sheer determination of State Representative Frank Mautino, the Illinois Open Meetings Act was amended in late PY '13 and signed in early PY '14. The provisions of this amendment have made participation in NCI Works meetings significantly more accessible and convenient to our membership. Carried on the Senate side by State Senator Sue Rezin, this amendment allows attendance through electronic means to be counted as part of our quorum for full board meetings, as well as committee meetings, task forces and other related meetings. Not only has this amendment benefitted our area, but it can also benefit other local workforce areas across the State that encompass an area of 4,500 square miles or more.

Considering our 8-county area well exceeds that size, we are all very grateful to both Representative Mautino and Senator Rezin for everything they have done to provide our volunteer board members with every opportunity to participate in our meetings and carry out our oversight and decision-making responsibilities under WIA and all future workforce legislation.

“Just Hire One” Launched in Bureau and Putnam Counties

“Our Just Hire One (JHO) Job Fair for both Bureau and Putnam Counties was held on October 2, 2013 at the Bureau County Metro Center. Twenty-one (21) businesses participated and 115 job seekers attended. Of the 115 job seekers, businesses found 51 to be qualified applicants and interviewed 27. Of those 27 interviewed, 9 have been hired to date, but we will continue to follow up and report on any additional hires.



“Just Hire One” is a home-grown initiative, designed to encourage all businesses to just hire one more person than they planned, whether they planned to hire 25 more or one more, the idea is to increase that number by one. In doing so, the combined pool of new hires will have a positive impact on the local economies. Collaborative Partners: NCI Works, BEST, Inc., Illinois Department of Employment Security (IDES), Tri-County Opportunities Council, Experience Works, the Princeton Area Chamber and the Illinois Valley Area Chamber.

Chief Manufacturing Executive (CME) Group

PY '13 marked the 4th year for the CME Group, which continued to bring together executives from 14 to 16 local manufacturing companies to discuss topics, issues and challenges relevant to their industry and operations. The CME Group has been a key resource for input on a variety of manufacturing initiatives, including 2 special statewide grants benefitting our local area. NCI Works and IVCC have been collaborating on this initiative since its inception.

The North Central Illinois Logistics Council

In PY '13, the North Central Illinois Logistics Council (NCILC) changed its format from a meeting structure to a program presentation structure. Programs for the year included a 2-part series on the Generational Gap by Dave Smith; a panel discussion on Duo-Energy Conversion Systems featuring speakers from industry-leading organizations familiar with the innovative bridge technology; and, a presentation on Behavioral-Based Safety by Mike Neubauer. Collaborative Partners: NCI Works, BEST, Inc., IVCC, North Central Illinois Council of Governments (NCICG), and Nicor Gas and the American Power Group (dual fuel program only).

Summer Youth Employment Program

BEST, Inc. received a grant for \$240,000 to administer a summer program for youth, ages 16 – 24, who met certain criteria (e.g., WIA-eligible, TANF family member, National School Lunch Program, etc.). The plan was to provide employment opportunities for 75 youth throughout our 8 counties. The goal was to match up our young applicants with jobs they were interested in so we could provide them with the opportunity to learn more about the job, the work environment, the pluses and minuses of that type of work, and learn some good work habits they could apply at home, school, or in their next job.

By the end of that summer, we had spent \$180,000 and served 82 individuals based on the following breakdown by county: 6 in Bureau County, 2 in Carroll County, 15 in LaSalle County, 27 in Lee County, 3 in Ogle County and 29 in Whiteside County.

Rapid Response Efforts

In partnership with the Illinois Department of Commerce and Economic Opportunity and the Illinois Department of Employment Security, the Business Employment Skills Team, Inc. provides area businesses and their employees assistance during layoffs or company closures, regardless of the number of employees, through our Rapid Response Team. On-site workshops introduce effected employees to the services available through the one-stop system. Some of the services available through the one-stop system include: career counseling, job search assistance, unemployment insurance, education and training, resume preparation, interviewing skills workshops, local labor market information. During PY13 our Rapid Response Team Provided services to 2 companies that announced either a layoff or closure and 32 employees of those companies.

Individual Achievement Award



Luis Cipriano enrolled with the BEST program as a dislocated worker in the fall of 2012. He enrolled after being laid-off from the distribution industry in which he had worked for a number of years. Upon enrollment Luis realized that he wanted to enhance his skills feeling that the more skills he obtained, the more transferrable he would be in

the future.

After exploring his options, Luis decided to enroll in the CNC program at IVCC. While in training Luis excelled. He did very well in classes and also picked up any temporary work he could find in order to support his family. Luis also continued to job search for any full time employment he could find. He was an individual who continually was in contact with his case manager about his job search and was reluctant to give up....

Luis had applied with several local companies, and did not get the job, even though he did not get the job his persistence made an impact. After not being offered the position Human Resource Managers went out of their way to call him personally.

After graduating from IVCC with his CNC Certification, Luis accepted work with a local company and is continuing to receive training on the job. He has recently been interviewed by several high-wage manufacturing companies and there is no doubt with his skills and persistence --- he will not only reach his goals but be a marketable, highly skilled, and valuable employee.

Individual Achievement Award



Caitlin Holt enrolled in the Whiteside/Lee/Ogle ROE Education Outreach Program last January at the age of 17. She found it difficult to continue in high school following the birth of her first child. However, Caitlin was determined to continue her education. She enrolled in the program with the goal of earning her GED and her CNA certificate.

Caitlin received assistance in preparing for her GED and took GED practice tests at the EOP/BEST office located at the Rock River Center in Oregon. She was

the first of our students to take the new version of the GED exams. Caitlin did well on the exams and earned her GED in July. Once she achieved that goal, she immediately began to focus on her next goal, obtaining her CNA.

Caitlin enrolled in the Basic Nursing Assistant Program at Kishwaukee College in August. She received assistance with her course tuition and supplies from advanced training funds provided by EOP/BEST. Caitlin completed the course in October and passed the Illinois Nurse Assistant/Aide Competency Examination in December.

Caitlin is now the proud mother of two sons and is enrolled at Kishwaukee College for the Spring 2015 semester. In addition to her college courses, she is working as a CNA at Rochelle Rehab and Health Care Center. Her strong work ethic and determination will certainly ensure that she will reach her goal of becoming a Nurse Practitioner. She is an excellent example of what hard work and commitment can achieve.

Individual Achievement Award

Jenna Wolber of Rock Falls first came to the Illinois Worknet® Center in Sterling in July of 2012. She had recently been accepted into the RN program at Sauk Valley Community College (SVCC) and was seeking assistance with the training costs. She was living with her father and he had recently been laid off from his long-time job at Stanley National. Their only income was her father's UI benefits and the money Jenna earned working part-time as a CNA.



Jenna was eligible to receive WIA services as an income-eligible adult and our agency was able to help her with her training-related costs at SVCC. She also continued to work part-time while she was going to school.

On top of her school and work commitments, Jenna added another time-consuming (and more important) activity to her already full schedule. In March of 2014, she gave birth to a baby girl. But, in spite of all of these obstacles, Jenna successfully completed the RN program in May of 2014 and passed her NCLEX exams in the summer. Shortly thereafter, she was hired by KSB Hospital in Dixon as a registered nurse.

Throughout her time with our agency, Jenna has done everything required of her in a thorough and pleasant manner. She is hard-working and conscientious and will make an excellent nurse.

This chart represents the number of area students enrolled in training institutions receiving financial support from NCI Works during July 1, 2013—June 30, 2014.

Institution	Number of Enrollees	Money Provided to Institution for Tuition
Aurora University	2	\$ 10,785.00
Clinton Community College	4	\$ 10,165.00
Hamilton Technical College	7	\$ 22,775.00
Highland Community College	42	\$ 53,213.19
Illinois Central College	5	\$ 3,751.65
Illinois Valley Community College	279	\$ 271,029.06
Kishwaukee College	30	\$ 47,233.75
Midwest Technical	6	\$ 40,000.00
Northeast Iowa Community College	2	\$ 4,328.25
Rock Valley College	15	\$ 3,295.50
Scott Community College	1	\$ 929.00
St. Anthony College of Nursing	2	\$ 323.67
Sauk Valley Community College	208	\$ 260,227.42
Waubousee Community College	8	\$ 311.39
Western IL University	4	\$ 3,029.00
Students enrolled during Program Year 2013 (7/1/2013—6/30/2014)	615	\$ 731,396.88

Chief Elected Officials for WIA #4

Represented by:

Dale Anderson, Chairman
Bureau County Board

Robert Albrecht, Member
Bureau County Board

Kevin Reibel, Chairman
Carroll County Board

Ron Smith, Chairman
Jo Daviess County Board

Jerry Hicks, Chairman
LaSalle County Board

Randy Freeman, Member
LaSalle County Board

Rick Ketchum, Chairman
Lee County Board

Kim Gouker, Chairman
Ogle County Board

Duane Calbow, Chairman
Putnam County Board

Steven Malavolti, Member
Putnam County Board

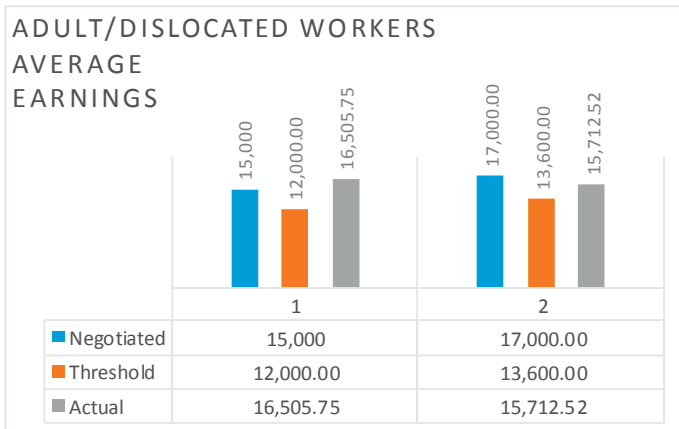
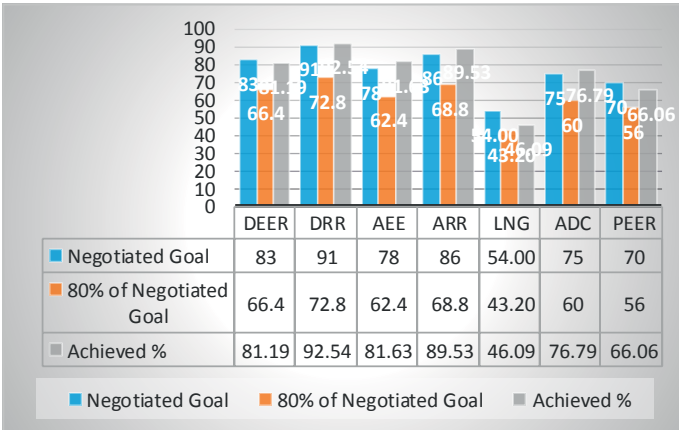
James Duffy, Chairman
Whiteside County Board

For information regarding the Northwest Central IL Works (NCI Works) or any of their initiatives and/or projects, contact:

Pam Furlan, Executive Director/LWIB/Programs
Business Employment Skills Team, Inc. • 3691 Cougar Drive, Unit B
Peru, IL 61354
815-224-7930 • pmfurlan@aol.com



Performance Outcomes for Adult, Dislocated Worker & Youth Programs



Entered Employment (AEE & DEER)

The number of adult participants who are employed in the first quarter after the exit quarter divided by the number of adult participants who exit during the quarter.

Employment Retention (ARR & DRR)

The number of adult participants who are employed in both the second and third quarters after the exit quarter divided by the number of adult participants who exit during the quarter.

Average Earnings (AAE & DAE)

Total earnings in the second quarter plus total earnings in the third quarter after the exit quarter divided by the number of adult participants who exit during the quarter.

Placement in Employment or Education (PEER)

The number of youth participants who are in employment (including the military) or enrolled in post-secondary education and/ or advanced training/ occupational skills training in the first quarter after the exit quarter divided by the number of youth participants who exit during the quarter.

Attainment of a Degree or Certificate (ADC)

The number of youth participants who attain a diploma, GED, or certificate by the end of the third quarter after the exit quarter divided by the number of youth participants who exit during the quarter.

Literacy and Numeracy Gains (LNG)

The number of youth participants who increase one or more educational functioning levels divided by the number of participants who have completed a year in the youth program (i.e., one year from the date of the first youth program service) plus the number of participants who exit before completing a year in the program.

Economic Impact on the Communities

Individuals who were exited 4/1/2013-3/31/2014

Adults	52 individuals
Total Annual Wages Earned	\$ 1,623,492.56
Average Annual Wages	\$ 30,631.94
Dislocated Workers	222 individuals
Total Annual Wages Earned	\$ 6,694,125.44
Average Annual Wages	\$ 30,153.72

Note: This data simply reflects the impact of our successful job seekers on the local economy and is not intended to be a return on investment report.

Visit us at www.nciworks.org

Northwest Central Illinois Works Membership

James A. Andreoni

Attorney At Law
Perona, Peterlin, Andreoni & Brolley, LLC

Dave Argubright

Business Agent, Carpenters Local #195
Illinois Valley Building Trades

Ed Bochniak

Executive Director
Carroll County Housing Authority

Mary Boogemans

H.R. Generalist II
Advantage Logistics

Linda Burt

Vice President of Quality & Community Services
St. Margaret's Health

James Carlson

Superintendent
Seneca High School

Vicki Carlson

Vice President
Dixon Area Chamber of Commerce

Debbie Clausen

HR Administrator
LMK Technologies

Dr. Jerry Corcoran

President
Illinois Valley Community College

Nancy Curran

IDES Office Manager
IL Department of Employment Security

Tim Farraher

Director of Operations
MACIEAN Fogg Component Solutions (Metform)

Monte Flack

Supervisor
Color Point

Carrie Folken

Program Manager
Business Employment Skills Team, Inc.

Randy Freeman

LaSalle County Board

Janet Graham

Local Office Administrator
IL Dept. of Human Services

Linda K. Hessenberger

Mortgage Underwriter/Originator
First State Bank of Mendota

Vanessa Hoffeditz

Community Services Coordinator
Tri-County Opportunities Council

David Howell

Vice President / Internal Auditor
The First National Bank in Amboy

Deana Jones

Staffing and Training Coordinator
Wahl Clipper Corporation

Dr. Joe Kanosky

President
Highland Community College

James Knauf

Public Service Administrator
Illinois Department of Human Services

Mary Ann Kolls

Director Workforce Transitions
Kishwaukee College

Amy Liebing

Human Resource Administrator
Sensient Flavors

Kevin Lindeman

Economic Development District Director/Sr Planner
North Central Illinois Council of Governments

Barbara Majeski

Branch Manager
Manpower

Jon Mandrell

Dean of Instructional Service
Sauk Valley Community College

David Mennie

Business Owner
Mennie Machine Company

Jean Millar

Owner
Dixon Floral

Beth Murphy

Employment & Training Coordinator
Experience Works, Inc

Bill Norden

Manager
Manlius/Walnut Crop Production Services

Thomas Pigati

Owner
Pigati Builders, Inc.

Cary Robbins

Manager of Human Resources
Sterling Steel Company, LLC

Kevin Reibel

Carroll County Board Chair

Jennifer Robbins

Manager of Human Resources
Dura Auto

Marv Schultz

Owner
Shultz Appliances

John Spencer

Vice President Operations
LaSalle County Broadcasting Corporation

Betty Steinert

Administrator
Whiteside County Economic Development

Teresa Strum

Center Director
Area Health Education Center (AHEC)

Mark Szula

Business Representative
International Local Union No. 150

Gerald Waszkowiak

Director
American Nickeloid

James Weed

HR Manager
PNC Inc.

DeAnne White

Director of Operations/HR
Sinnissippi Centers

Theresa Wittenauer

Executive Director
Blackhawk Hills Regional Council

Prepared by the Business Liaison & Marketing Committee of NCI Works!
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