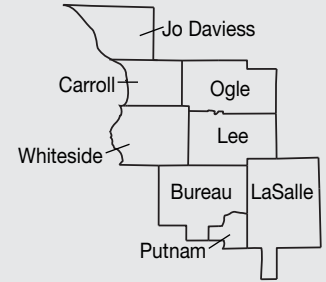




Geared Toward The Future

NORTHWEST CENTRAL ILLINOIS

WORKS



Annual Report



Years of Transition

July 1, 2014—June 30, 2016



Greetings!

2014-2016 were years of change in workforce development. June 30, 2015 marked the end of the Workforce Investment Act (WIA), and then July 1, 2015 signaled the beginning of the Workforce Innovation and Opportunity Act (WIOA). The partners of NCI Works, along with our counter-

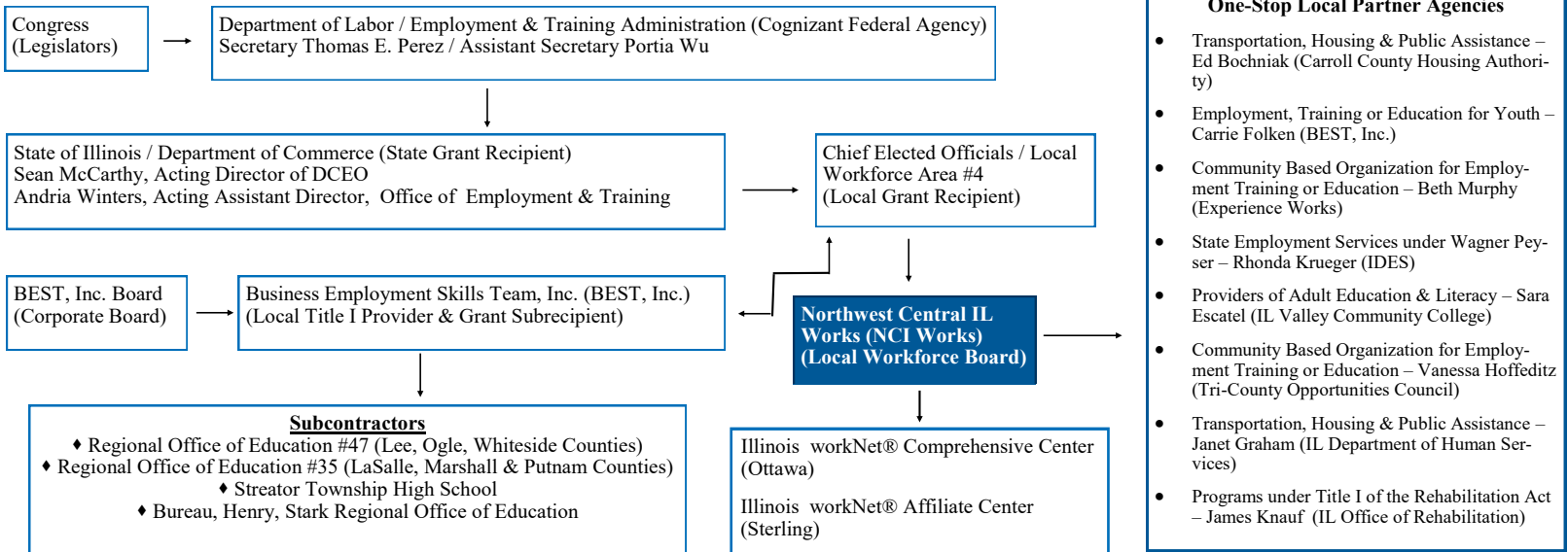
parts nationally, waited a long time for the reauthorization of workforce development programs and we believe that the result is a more streamlined and business focused system. This change in legislation brought with it a greater

focus on sector strategies, career pathways initiatives, work based learning activities, the alignment of core programs within the workforce system, and regional as well as local plan development.

This annual report will highlight some of the successes achieved during these 2 transitional program years. We invite you to review the information provided on area performance, economic impact to communities, financial information, and other NCI Works Local Workforce Board achievements. On behalf of NCI Works, we thank you for your continued support of the work that is being done in Local Workforce Area 4.

Linda S. Burt

Cory Robbins



Program Year Highlights

July 1, 2014—June 30, 2016

Career Preparation Life Skills Program

- Informational sessions presented to high school students on Career Exploration, Job Search and Job Keeping topics throughout the school year
- Presented by BEST Inc., AHEC, IVCC and members of the NCI Works! Youth Council
- Pilot year in 2014 began with Safe School in Peru
- Expanded in 2015 with presentations to students at Nachusa School, Circuit Breaker, Safe School and Thome School
- Each year ended with a highly successful Employer Panel. The panel consisted of a variety of business representatives who spoke about careers, job requirements, career decision making and being successful in job search and at work

Work in the Real World

- Annual career informational fair for high school students
- Event is held at Sauk Valley Community College
- Approximately 260 students attend each year from a variety of schools from Whiteside, Lee, Ogle, Carroll and Bureau counties
- Over 40 representatives participate from the Agriculture, Allied Health, Art & Music, Business, Culinary, Computer Technology, Cosmetology, Criminal Justice, Culinary, Education, Fire Science, Manufacturing, Mechanics, Military, Nursing and Transportation/Distribution industries
- All students participated in an education panel

Manufacturing Forum

- The core partners of NCI Works (BEST, Inc., Division of Rehabilitative Services, Adult Educations, and Illinois department of Employment Security) hosted forums at Illinois Valley Community College and Sauk Valley Community College
- Focus was given to beginning a dialogue between workforce, manufacturing and secondary education
- Area manufacturers shared with attendees the skills that they are looking for in the emerging workforce
- A coalition of secondary education superintendents, workforce and manufacturing, named Illinois Workforce Opportunity Coalition (IWORC) was formed to continue the conversation in the Illinois Valley Community College district
- In the Sauk Valley Community College district efforts resulting from the forum were combined with the Manufacturing Day committee so that all stakeholders can play a part in the planning of events

Just Hire One

- Hiring events were held at Sauk Valley Community College and at the Oregon VFW
- Partners involved in the planning included BEST, Inc., Illinois Department of Employment Security, area chambers, the business training office at Sauk Valley Community College, and Experience Works
- Approximately 20 businesses participated at each event along with over 100 job seekers taking advantage of the opportunity to discuss employment opportunities
- These events are free to the business community. The Sauk Valley Community College and the Oregon events mark the 3rd and 4th hiring fairs sponsored by NCI Works partners
- The event will become an annual event in Oregon with a repeat scheduled for September 22, 2016

Incumbent Worker Training

- BEST, Inc. began a year-long training project with Metform in Savanna in Lean Manufacturing. A special grant in the amount of \$50,940 was obtained from the Department of Commerce and Economic Opportunity specifically for this training project
- Two incumbent worker projects were also conducted with St. Margaret's Health in Spring Valley. Certified Medical Assistant training, at a cost of \$8,162, was conducted for 14 employees. Clinical Documentation Information Systems, Train the Trainer, at a cost of \$16,000, was also conducted for 3 employees, who in turn trained the remaining hospital employees
- Morrison Community Hospital received assistance for training 4 medical coders in the new ICD 10 medical coding procedures. Morrison's incumbent worker assistance was in the amount of \$1,615
- Dura Auto in Stockton received assistance with 2 training projects for their apprentices. The first, Solidworks, trained 6 employees at a cost of \$5,178.00. Geometric Dimensioning and Tolerance also trained 6 employees and Dura was reimbursed \$3,242 for this training

Rapid Response

- Staff responded to 18 rapid response events during Program Years 2014 and 2015
- Event size ranged from 15 to 350 employees
- BEST, Inc. also partnered with Local Workforce Area 11 on 2 additional events for companies that are technically within Local Workforce Area 11 but whose employees primarily live in Local Workforce Area 4
- Events included layoffs in healthcare, manufacturing, magazine publications, warehousing, and retail

LaSalle County Probation Adult Redeploy

- This alternative sentencing program provides case management, mental health evaluation and treatment as well as a referral of appropriate candidates to BEST, Inc. to schedule weekly workshops covering job search skills and essential skills training. During the past 2 years, BEST has conducted 2 sets of workshops for 4 individuals referred by LaSalle County Probation

Goodwill Workshops

- BEST, Inc. partnered with Goodwill Industries of Central Illinois, and Illinois Valley Community College (IVCC) to offer a series of free workshops to residents of Bureau, LaSalle, Marshall, Putnam and Stark Counties. The weekly workshops covered the topics of Job Search, Computer Basics, Microsoft Word, and Basic Email. Three series of workshops were held in September, February, and April, and were very well attended

No Place Like Home (NPLH)

- With over 20,000 hits, No Place Like Home continues to be a valuable listing source for jobs paying \$15.00 an hour, or more, or the salaried equivalent. Openings in transportation, manufacturing, and service occupations are routinely updated and direct links to the human resource pages at area healthcare providers and community colleges are also made available. Begun in September 2011, this site offers information on well-paying opportunities and highlights the many amenities available in the 8 counties NCI Works serves. No Place Like Home serves as an invitation to those that may have moved away for college to consider returning for both work and play

Employers Conference

- We held our Twelfth Annual Employer Conference on October 8, 2014 at the Mendota Civic Center. Approximately sixty (60) people attended the conference and listened to two excellent presentations: "Are We Having Fun Yet" *How to Shake Your Attitude in the Workplace* presented by Laurie Guest, CSP, Solutions are Brewing; and, "Hot Topics in Employment Law" presented by Mike Stephen, Attorney at Law & Sarah Gasperini, Attorney at Law, Jackson Lewis P.C.

As a new Program Year unfolds, the Core Partners (Business Employment Skills Team, Inc., IL Department of Employment Security, Adult Education, and IL Department of Vocational Rehabilitation Services) are looking forward to a partnership of serving individuals under the Workforce Innovation & Opportunity Act (WIOA).



Business Leadership Awards

Streator Unlimited, Inc. provides vocational training and residential services in six locations within the Streator Area for adults with disabilities as well as 24 hour/day support for the 28 adults with developmental disabilities living in group home settings.

Over the years, BEST, Inc. and Streator Unlimited have developed an outstanding working relationship, both as a referral source for services, and especially as work site for Youth Work Experience. Over the past 2 years, Streator Unlimited has provided work opportunities for over 10 in-school and out-of-school youth, mainly in providing direct services to developmentally disabled adults.



Debbie Ragusa, HR Director displays the Business Leadership Award presented by the Illinois Workforce Partnership Association

The Work Experience relationship between Streator Unlimited and BEST, Inc. has been mutually beneficial. Youth clients have received valuable and meaningful work experience, working with Streator Unlimited staff, and with the developmentally disabled clients who truly appreciate them. Considering the challenges in working with this group, the fact that we haven't had any work experience clients ask to quit or go somewhere else is a reflection on the positive influence of their supervisors and other staff.

Given the budget challenges faced by all social service agencies, the additional help provided by the work experience clients has been a great benefit for Streator Unlimited. Whenever we call to ask if they might have a spot for a client, they are always willing to have us send them for an interview, as they are always willing to take on someone who they believe can contribute and will come in with a positive attitude. In addition to

being a source of additional assistance, the Work Experience program has also served as tryout employment for several clients, as upon concluding their training plans, they have been hired either full-time or part-time. This speaks both to the positive experience that the youth have had in working with the staff and clients of Streator Unlimited, as well as an appreciation of the work ethic and skills that the youths have developed during their work experience.

Over the years, this partnership has been positive for both agencies, and we anticipate that it will continue to benefit both the clients of BEST and the staff and clients of Streator Unlimited.

In, April 2016, the Illinois Workforce Partnership recognized Streator Unlimited with a statewide award. The Business Leadership Award was presented to Streator Unlimited for the continued support of workforce development efforts and for the commitment to partnering with Local Workforce Development Area 4 for nearly 20 years.

Submitted by: Joel Torbeck

Bright Farms/CHI Greenhouse, LLC, finances, designs, builds and operates hydroponic greenhouse farms at or near supermarket. By building greenhouses, at or near supermarkets or restaurants, they can grow year-round local produce which is why they built a 160,000 square foot greenhouse in Rochelle, IL. This facility will produce more than 1 million pounds of salad greens, tomatoes, and basil annually for their primary customer, Mariano's.



L—R: Patrick Coleman, Harvester; Billie Jo Miller, Greenhouse Supervisor; and, Hannah Weiler, Team Lead

BEST, Inc. and Bright Farms were introduced by the City of Rochelle, specifically Adriana Milan, Assistant to the City Manager. Adriana coordinated a meeting with Bright Farms and BEST, Inc. to connect us as a resource to Bright Farms with their greenhouse start up in November of 2015, and our partnership 'sprouted' from there.

Bright Farms General Manager, Patti Williams, Adriana Milan, Kitty Johnson with IDES, and BEST, Inc. worked together to create a staffing plan to fill the 30+ positions needed to operate this state-of-the-art facility in Ogle County. We worked together to create position specific interview guides, an application and staffing process plans including a Hiring Fair in Rochelle. We assisted in the advertising of the Hiring Fair, as well as open positions through Illinois Job Link, our job search assistance, and through our partners such as Jack Kromer from the Veteran's Employment Representative.

Billie Jo Miller, joined Bright Farms as their Greenhouse Supervisor, a very critical role in the success of the greenhouse. Billie had years of experience at Kishwaukee Community College, and she has been instrumental in coordinating efforts to build her team. She quickly became a BEST, Inc. advocate after seeing the extent of our role in assisting Bright Farms. Billie Jo prioritized the consideration of BEST clients for her open positions, and within the first month of production, she placed four of our clients into different positions throughout the greenhouse. Three of these four were through On-the-Job Training (OJT) Contracts, two were displaced from Nippon, and one is a Veteran. An additional client was hired with an OJT contract in July, and we anticipating growing our partnership to supply even more clients to the Bright Farms team through direct hire, OJT, and Work Experience.

Bright Farms has embraced the programs available to them through BEST, Inc., and we have created a mutually beneficial partnership for the community, Bright Farms, and our clients.

Submitted by: Theresia Charley

Individual Achievement Awards



Bailey Fessler came to the ROE's Regional work study program in January of 2015. Bailey had dropped out of Ottawa High School still needing 7.5 credits to graduate. Bailey was referred to the program by his high school counselor, and met with the instructor and career advisor shortly after dropping out. Bailey told us that he wanted a high school diploma rather than a GED to prove to himself and others that he could do it. Upon first meeting Bailey, I knew that he would do great things, but that it wouldn't come easily to him. His focus was there as well as his determination, but he was very talkative with the other kids in class. I wondered if

he was going to be able to focus enough to finish what needed to be done. Bailey had big dreams he wanted to fulfill that would require him to have a high school education. Bailey wanted to join the Marines when he turned 18, and he had 6 months to complete his credits.

Bailey exceeded all of my expectations. He rarely missed a day of class, and he worked diligently to get his work done each day. Bailey had so much determination while enrolled in our program. Bailey graduated from high school in May of 2015, just 5 months after being enrolled in the program. The instructor of the program states, "Bailey had a goal and did the work to achieve it. He came to class every day. He listened to suggestions and adapted to get to his goal. He made it through Marine basic training!"

Because Bailey is away, I spoke with Bailey's mother about his progress so far. She started out by saying that she is so thankful for the ROE program. Bailey's mother talked about how Bailey had no motivation while attending public school, and she often wondered if Bailey would have been as successful as he is today without the ROE program. She went on to talk about Bailey's accomplishments thus far. Bailey attended boot camp in San Diego, California. Bailey told his mother that he loves who he is today. Once boot camp was completed, Bailey moved to Pensacola Florida where he will start his schooling on January 4, 2016, to become a fixed wing aircraft mechanic. After the 8 weeks of school, he will move again to one of many placements, the farthest being Okinawa, Japan. Bailey signed a 5-year active duty contract with the Marines. Bailey has fallen into his career, which he loves.

Bailey has accomplished so much this year, and he has grown into a successful young adult. Bailey has become a role model for his 14 year old brother who now wants to follow in the footsteps of his oldest brother. Bailey is truly an inspiration and one of the biggest successes I have seen come through this program.

Submitted by: Laura Butterfield Olson



Laura Leal was laid off from National Manufacturing after 15 years of employment. National was certified a Trade event on 7/28/10. She attended a Rapid Response meeting held at National and learned about the services available to her. At the time she was laid off the unemployment rate for LWIA 4 was 9%. She knew that due to economic conditions she wouldn't be able to find employment especially in manufacturing.

She had been taking classes on/off during her employment at National. She had completed remedial and some general education classes. She discussed with her Career Advisor the occupational possibilities and completed research on becoming a medical assistant, LPN or RN. From her research, she decided her goal was to earn a degree as a LPN or RN. She needed an occupation where she could earn a wage that was close to what she made at National - \$18.10/hour as her husband was on disability and she had three children to support.

She was enrolled in the TAA program in the Spring of 2011 and started taking prerequisite classes that were required for the LPN and RN program at Sauk Valley Community College. She applied to both the LPN and ADN program in the Spring of 2013 and was accepted in to the RN program for Fall, 2013. She successfully completed the ADN program in May, 2015. The Trade program paid for tuition, books, fees and other required items for her training. During her training program, she received regular unemployment and Trade Readjustment Allowance (TRA) through the Illinois Department of Employment Security.

Laura was punctual with turning in her attendance sheets every two weeks. She responded promptly to phone calls and emails. She maintained a B average in her nursing classes.

Prior to her graduation from the RN program, she started applying at the area hospitals. She was hired by CGH Medical Center but could not start working until she had her license. She received her license and she began working at CGH Medical Center as a registered nurse on August 10, 2015 earning \$21.10 per hour.

Update: Laura continues to work at CGH Medical Center in the operating room. She said she can have some long days and nights but doesn't mind the hours.

Submitted by: Sharel Wolber

Individual Achievement Awards



Felisha Brauer of Sterling first came to the Illinois Worknet® Center in July of 2014. She had been working as a C.N.A. with little room for advancement and wanted to train for a better position in order to make a better future for her and her children.

Felisha was eligible to receive WIA services as an income-eligible adult. Our agency was able to help her with most of the tuition and fees for the medical assistant program at Midwest Technical Institute in Moline, where she started in August of 2014. Attending MTI required that Felisha travel 100 round-trip miles per day, four to five days a week, for nine months. Fortunately, we were also able to provide mileage reimbursement for her travel expenses. Without that, Felisha would not have been able to afford to drive back and forth to school.

Felisha successfully completed training at MTI and earned her medical assistant certification in May of 2015. In June of 2015, she was offered a full-time job at CGH Medical Center in Sterling, which she accepted. She started her new job at CGH in July and plans on furthering her education in the nursing field, as she has her sights set on becoming a registered nurse in the near future.

Submitted by: Matt Gingrich



Rebecca Stanton first inquired about the Business Employment Skills Team, Inc. (BEST, Inc.) Program in July of 2015. At that time she was determined eligible as a dislocated worker. Prior to enrolling with the BEST, Inc. Program, Rebecca had been attending classes on her own while working. During this time period she was enrolled in the Nursing Program at St. Francis Medical Center and had one year left in order to obtain Bachelor of Science in Nursing.

In the fall of 2015, BEST, Inc. started to assist Rebecca with her training and transportation. She was very driven. Not only did she talk about getting her bachelors degree, but had goals of obtaining her Masters in Education. At the time Rebecca was also struggling financially, she was receiving unemployment which was almost exhausted, driving to Peoria on a daily basis, and raising her daughter as a single parent. Through all of this Rebecca was always excited and driven. As busy as she was, she always managed to update BEST, Inc. staff and drop off required documentation at the BEST, Inc. Ottawa Office. Eventually, Rebecca did move to Peoria, which gave her more time to study and be with her daughter.

In May of 2016 Rebecca attained her Bachelors of Science in Nursing with a 3.11 GPA. Her father, Randall Stanton, had traveled from out of state to attend her graduation and give her the Nursing PIN. Rebecca has already accepted work at St. Josephs in Bloomington, Illinois and will be making a great wage. She has also started making arrangement to obtain her Masters in Education.

Submitted by: Sally Pflibsen



Fonzell Thompson contacted BEST, Inc. in August of 2015. He had worked at Wal-Mart and had been released due to a sudden health issue. Fonzell's income played a large part in supporting his family of 5 so getting back to work was imperative. Upon first meeting Fonzell, it was clear that he had an upbeat attitude. He was extremely motivated to enter a new phase in life, and was willing to do whatever it would take to begin to financially support his growing family again.

Fonzell enrolled in the employment skills workshop and had a plan of obtaining his CDL and eventually owning his own business. Fonzell started the CDL program that same month.

Fonzell was in and out of the office during his training. Whenever anyone came in contact with him it was always a pleasant experience. Fonzell is very personable and would leave anyone who crossed his path with a smile on their face. Fonzell was a breath of fresh air in the office. Fonzell had so much energy and was so thankful for the program with the hope of a new start.

In October of 2015, Fonzell completed his CDL training. He made sure to stop in the office in person to let his career advisor know of his completion. It was clear that Fonzell was very proud and excited to begin this new journey in his life. Recently, Fonzell has accepted work at RP Lumber in Ottawa, IL as a delivery driver. He hopes this is the beginning of his dreams.

Fonzell left a lasting impression on everyone that he encountered, and it was an honor to serve and get to know him.

Submitted by: Sally Pflibsen

Individual Achievement Awards

“You either get bitter or you get better. It’s that simple. You either take what has been dealt to you and allow it to make you a better person, or you allow it to tear you down. The choice does not belong to fate, it belongs to you.” Andrew Lopez shared this quote by Josh Shipp on his Facebook page and it perfectly summarizes Andrew’s successful attitude.



Andrew’s life changed dramatically when his father unexpectedly passed away. Besides the emotional loss, he and his family faced serious financial difficulties which resulted in the loss of their family home. In addition, Andrew’s job had ended due to a misunderstanding and he was not able to find another one.

Motivated to be the kind of well-respected worker his father was, Andrew sought to find something where he could serve people, enjoy what he did and be recognized for his successes. He was unsure where to start and came into the Dixon BEST office in 2015 determined to make a change.

Andrew’s first love is music. Like many aspiring musicians, Andrew understands the work and dedication he needs to be successful. He is also very aware of his need to pay his bills and help his family, and knew he would need to find stable employment to support his long-term goals in the music industry.

Andrew and his Career Advisor agreed that enrolling into BEST’s Work Experience program would give him the opportunity to earn money, build up his work history and develop positive references. He was placed at the Mabley Center where he did building and grounds maintenance. He experienced the typical bumps of new jobs, meeting new people, learning to fit in, and learning the unwritten rules but he quickly adjusted and was well-liked by his supervisor and co-workers.

Andrew then met with his career advisor and his business relations representative and it was determined that he had met his short-term goals. Attaining a permanent job would be the next logical step. He enthusiastically participated in job search workshops and came in to the office to regularly job search. He practiced his interviewing, was open to suggestions for change and followed through with all recommendations.

His work and perseverance paid off. He interviewed at Wal-Mart in response to an ad for a part-time job and left with a full-time job in the automotive department. His sincerity, commitment to working and desire to be successful, had left a very positive impression on the interviewer.

Andrew was excited about the job. The hours would allow him to continue to work on his music career in the evenings and weekends and would provide him with much needed additional income. Again, a new job meant new adjustments and Andrew handled them well, often seeking advice from his mother, his career advisor and fellow co-workers.

It didn’t take long for supervisors to notice Andrew’s ability to connect with people and he was promoted to a Service Writer position where he would work directly with customers in the automotive department. When asked how he liked his new opportunity, he simply said “I like making people’s days better”. He went on to say “life’s going really good now” and he “honestly couldn’t be happier.”

Submitted by: Sally Hanrahan



Lance Coffin of Prophetstown first came to the Illinois Worknet® Center in November of 2013. He had recently lost his job and was interested in going to school in order to make himself more employable. Lance was eligible to receive services as a dislocated worker. Our agency was able to help him with tuition and fees for the multicraft technology program at Sauk Valley Community College, which he began in January of 2014. We were also able to help defray some of Lance’s travel expenses for his daily 45-mile round trip from his home to Sauk.

Lance was somewhat apprehensive about going to school for the first time in over 25 years, but quickly became accustomed to life as a non-traditional student. He sought out tutoring services at Sauk to help with some of his more challenging classes and he worked a few part-time jobs to help make ends meet financially.

In the summer of 2015, Lance started an internship at Sterling Controls, which was required in order for him to earn his degree. As classes resumed that Fall, he was able to work part-time at Sterling Controls while finishing up the remaining classes for his degree. Lance successfully completed his Multicraft AAS in December of 2015, graduating with a GPA of 3.40. He began working full-time at Sterling Controls in January of 2016.

Submitted by: Matt Gingrich

The following chart represents the number of students receiving financial support from NCI Works!

Institution	Program Year 2015 (7/1/14—6/30/15)		Program Year 2016 (7/1/15—6/30/16)	
	Number of Enrollees	Tuition Paid to Institution	Number of Enrollees	Tuition Paid to Institution
A Plus Healthcare	1	\$ 4,008.25		
ATS Institute			1	\$ 13,000.00
Aurora University	2	\$ 7,188.75	1	\$ 4,000.00
Blackhawk College	2	\$ 4,067.60	4	\$ 9,548.26
Clinton Community College	4	\$ 6,966.00	4	\$ 33,083.64
Columbia University			1	\$ 10,342.98
Hamilton Technical College	5	\$ 28,700.00	8	\$ 57,060.10
Highland Community College	22	\$ 44,526.55	23	\$ 52,723.56
IL Valley Community College	190	\$ 326,861.30	134	\$ 394,793.74
Illinois State University			1	\$ 6,245.88
Judson University	1	\$ 3,465.00		
Kishwaukee College	28	\$ 60,186.11	27	\$ 82,729.02
Methodist Medical Center	4	\$ 18,163.69	4	\$ 24,764.74
Micro Train Technologies	1	\$ 10,000.00	1	\$ 8,856.00
Midwest Technical	11	\$ 55,000.00	6	\$ 27,400.00
Northeast Iowa Community College	2	\$ 4,953.95	2	\$ 6,655.20
OSF St. Francis			2	\$ 100,331.00
Rasmussen College	1	\$ 10,918.00	2	\$ 18,896.00
Rock Valley College	7	\$ 4,638.00	12	\$ 16,093.00
St. Anthony's			1	\$ 10,840.37
Sauk Valley Community College	159	\$ 317,900.97	107	\$ 219,222.57
Scott Community College	1	\$ 2,781.00	1	\$ 6,119.00
Spirit CDL Training			1	\$ 4,700.00
Trinity College of Nursing	4	\$ 22,672.83	4	\$ 35,248.00
Totals	445	\$ 932,998.00	347	1,447,653.06

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

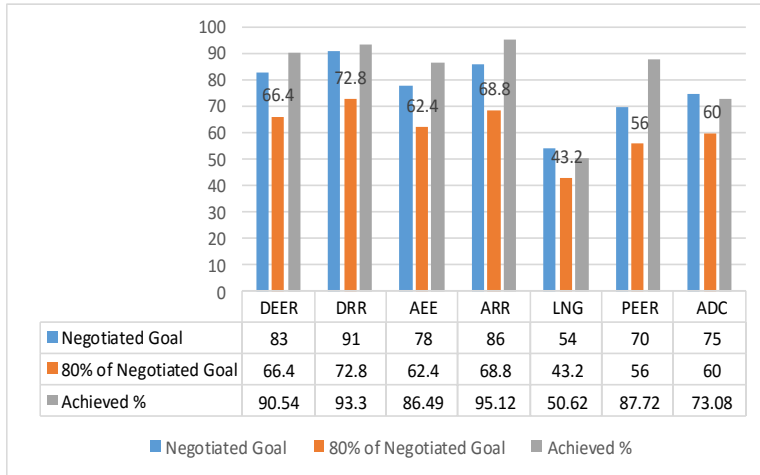
Business Employment Skills Team, Inc. • 3691 Cougar Drive, Unit B
Peru, IL 61354
815-224-7930 • pmfurlan@aol.com



The following list represents local businesses that utilized services offered from NCI Works!

ABRA Auto Body	Couture Fashion	IL Critical Access Hospital Network	NAPA Auto Parts	Shane's Shine Shop
ACE Hardware Distribution Center	Critter Clips	(ICAHN)	National Bus Trader, Inc.	SignCraft
Adecco Staffing	Culvers	IL Department of Corrections	Neighbor's Antiques	Sinnissippi Centers
Advanced Animal Health Center	Cyenergy Salon	IL Department of Employment Security	Neighbors Rehabilitation Center	Slim-N-Hanks Auto
Advanced Asphalt	D.D. Homes	IL Department of Human Services	Nexus Office Systems	Sophisticuts Salon & Day Spa
Advanced Auto Parts	DeJonge and Associates	IL Manufacturing Excellence Center	Northern IL University	Spectrum Brands
AHEC Center	DeMonte	(IMEC)	Northern Rehab Physical Therapy	St. Joseph Center
Air Force	Depue Schools	Illinois Auto Repair	Northwestern IL Center for Independent	St. Margarets Health
Allegion	Diary Queen	Illinois Migrant Council	Living (NICIL)	Stahr Design
Alphine Chiropractic	Dixon Auto	Illinois State Police	Ogle County Attorney	Starved Rock Regional Center for Therapy
Annie's Little Pots	Dixon Direct	Imperial Punch	Ogle County Assessment Sup	& Child Development
Apple River State Bank	Dixon Public Library	Innovative Fluid Handling Group (IFH	Ogle County Circuit Court	Sterling Chevy
Arcadia Solutions	Dixon School Dist Office	Group)	Ogle County Department of Health	Sterling Commercial Roofing
Arthur's Garden	Dollar General	Innovative Staff Solutions	Ogle County Deputy Clerk	Sterling Federal Bank
Astec Mobil Screens, Inc.	Donaldson	Jack Mabley Center	Ogle County Highway	Sterling Schools District Office
Athletico	Doty Collision Center	Jackson Hewitt Tax Preparer	Ogle County Probation	Sterling Steel
Atkinson Trucking	Duncan Insurance	JC Carey Motors	Olive Garden	Sterling YMCA
Austin-Westran	Dura Auto	Jimmy Johns	Open Sesame	Streator Unlimited
Avancer-Genesis Works	E.D. Etnyre	JLS Fabrication	Oregon Auto Repair	Stronghold Castle
Badger Ridge Homes	Eagle Ridge	Jo Daviess County Housing	Oregon Chamber of Commerce	Studtill Media
BASF	Eakas	JoDaviess/Carroll Career & Technical	Oregon Living and Rehabilitation Center	Subway
Bay Valley Foods	Edward Jones Investments	Education	Oregon Park District - Nash Recreation	Sullivan Foods
Beesing Welding	Ehmen's	Joe's Midtown Auto Repair	Center	Swedish American Health
Big John Portables	Elizabeth Nursing Home	JT Cullen, Co.	Oregon Ukulele	Swenson Spreader
Bimbo Bakeries USA	Empire Acoustical Systems	Kable Media Services, Inc	Paddle Wheel	TCI Manufacturing
Books on First	Ennis	KBS Hospital	Perry Memorial Hospital	The Agency Staffing
Borg Warner, Inc.	Exceptional Care & Training Center	Kenneth Kaufman DDS	Peterson Health	Thome School
Bright Farms	Exelon	Kishwaukee Community College	Piehls	Timpte Parts
Brothers Restaurant	F.N. Smith	Kreider Services	Pinecrest Community	Top Notch
Brue Yin LLC	Famous Fossil Vineyard	Kunes Country Auto Group	Pizza Hut	Tri-County Economic Development Alli-
Bureau County Juvenile Probation	Farm Bureau	Ladd Library	Plews Edelmenn	ance (TCEDA)
Bureau County Sheriff's Dept.	Felkers Food	Lake Carroll Homeowners Associaiton	Prairie Advocate	Tri-County Opportunities Council
Bureau County Special Schools	First National Bank of Rochelle	Larson Hardware	Princeton Chamber of Commerce	Tyson
Butitta Brothers	Flight Manufacturing Corp	Lee County Council on Aging (LCCOA)	Princeton Elementary Schools	U.S. Foods
Byron Chamber of Commerce	FNB of Rochelle	Liberty Court/Meridian Living	Princeton Tire Service	U.S. Silica
Camelot Therapeutic Day Schools	Frantz Manufacturing Company	Liberty Village	Quality Metal Finishing	United Way
Camp Kupugani	Freedom House	Maclean-Fogg/Metform	Raynor Garage Doors, Inc.	UPM Raflatrac, Inc.
Canyon Pup Cuts	Fulton Chamber	Manpower	ResourceMFG	Van Packers Co., Inc.
Carroll County Housing Authority	Furst Staffing	Maria's Pizza	Resthava Home	Village of Progress
Carroll High School	Galena & Jo Daviess County Convention	Marquis Energy	River Ridge Hopsital	Wahl Clipper Corporation
Central IL Equipment Sales	& Tourism	Master Graphics	Robert Shaw	Walmart DC Spring Valley
CGH Medical Center	Galena Chamber of Commerce	McDonalds	Rochelle Chamber of Commerce	Walmart DC Sterling
Chestnut Mountain Resort	Galena High School	Mennie Machine	Rochelle Community Hospital	Walnut Custom Components
Chuckos Tires	Galena NAPA	Merlin's Greenhouse	Rochelle Foods	Walters Accounting Inc
City of Amboy	Gardner Denver	Methodist Hospital	Rock River Gardens	West Carroll School District #314
City of Milledgeville	Good Samaritan Society	Midas	Rock River Tool and Die	White Oaks Therapeutic
City of Oregon	Greater Dubuque Development Corp.	Midwest Dental	Rock River Valley Self Help Enterprises	Whiteside Area Career Center
City of Princeton	Grot Imaging Studio	Midwest Medical Center	Rosebrook Studios	Whiteside County Farm Bureau
City of Rochelle	Gustafeson's	Midwest Technical Institute	Rotary Air Lock	Whiteside County Probation
Cleary Building Corp	Halo Branded Solutions	Mighty Vine	Ryder	Whiteside County Senior Center
Coilcraft	Hammers Hearing Care Center	Millwright Careers	Salvation Army	Wipfli LLP
Colonial Rehabilitation Nursing Center	Harris Rebar	Modern Plating	Sauk Valley Community College	Wise Finance
Color Point Growers	Harvard Bank	Morningside of Sterling	Sauk Valley Sun	Woodlawn Arts Academy
Common Cents Resale, Elizabeth Chamber	Head Start	Morrison Hospital	Savanna Chamber of Commerce	Woods
of Commerce	Heritage Woods	Morrison Institute of Technology	Scholl Insurance	Wyndham Resort
Community Funding & Planning Services	Hey Coaching	Morrissey Family/Stronghold	Selby Township Library	WZOE Radio
Conover Chocolates	Highland Community College	Mount Carroll Community Development	Sensient Flavors	YMCA (Dixon)
Consolidated Grain and Barge Co.	Hoffman's	Mount Carroll Pharmacy	Serenity House	Zearing Child Enrichment Center
County Market	Holiday Inn Express	Mounty Morris Community Group	Service Master	Zukowski Law Office
	Home of Hope Cancer Wellness	MTM Recognition	Sewer Equipment	

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)

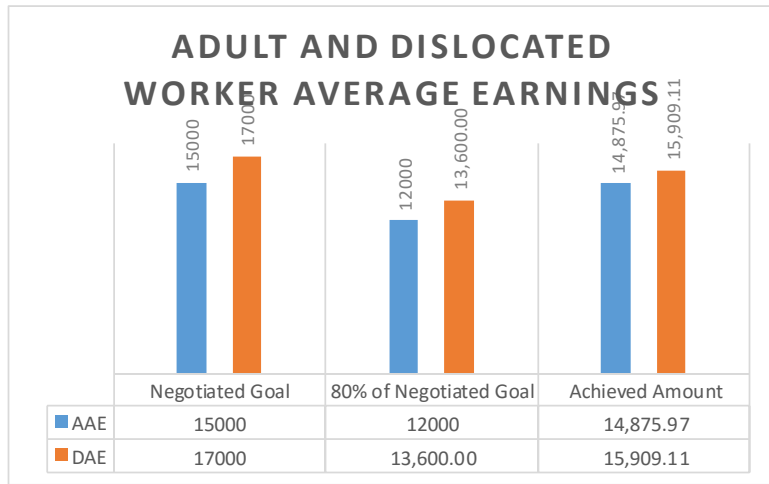
The number of youth participants who are in employment (including the military) or enrolled in post-secondary education and/ or advanced training/ occupational skills training in the first quarter after the exit quarter divided by the number of youth participants who exit during the quarter.

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 July 1, 2015—June 30, 2016:

Adults	74 individuals
Total Annual Wages Earned	\$ 2,162,822.14
Average Annual Wages	\$ 29,227.33
Dislocated Workers	153 individuals
Total Annual Wages Earned	\$ 4,882,177.82
Average Annual Wages	\$ 31,909.66

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 & Broley, 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

Fidencio Campos, Jr.
Recording Secretary
United Steel Workers—Local #63

Vicki Carlson
Vice President
Dixon Area Chamber of Commerce

Debbie Clausen
HR Administrator
LMK Technologies

Dr. Jerry Corcoran
President
Illinois Valley Community College

Sara Escatel
Adult Education Director
Illinois Valley Community College

Tim Farraher
Director of Operations
MACIEAN Fogg Component Solutions (Metform)

Dan Fitzgerald
Director of Programs and Services
Horizon House of Illinois Valley, Inc.

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

Jill Guynn
County Director
University of Illinois Extension (Bureau, LaSalle,
Marshall & Putnam Counties Unit)

Patricia Head
Controller
F/N. Smith Corporation

Linda K. Hessenberger
Assistant Vice-President/Real Estate Loans
Central Bank

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

James Knauf
Public Service Administrator
Illinois Department of Human Services

Rhonda Krueger
IDES Office Manager
IL Department of Employment Security

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

Barbara Majeski
Branch Manager
Manpower

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

Brandon Rumler
Executive Director
Rolling Hills Progress Center

John Spencer
Vice President Operations
LaSalle County Broadcasting Corporation

Teresa Strum
Center Director
Area Health Education Center (AHEC)

Gerald Waszkowiak
Director
American Nickeloid

DeAnne White
VP/Chief Operations Officer
Sinnissippi Centers

Robert White
HR Supervisor
BorgWarner

Thank you to the following individuals who served
on NCI Works during the past Program Years:

James Carlson
Superintendent
Seneca School District

Dr. Joe Kanosky
President
Highland Community College

Mary Ann Kolls
Director Workforce Transitions
Kishwaukee College

Amy Liebing
Human Resource Administrator
Sensient Flavors

Jon Mandrell
Dean of Instructional Service
Sauk Valley Community College

David Mennie
Business Owner
Mennie Machine Company

Jean Millar
Owner
Dixon Floral

Marv Schultz
Owner
Shultz Appliances

Betty Steinert
Administrator
Whiteside County Economic Development

Mark Szula
Business Representative
International Local Union No. 150

James Weed
HR Manager
PNC Inc.

Theresa Wittenauer
Executive Director
Blackhawk Hills Regional Council

Prepared by the Business Liaison & Marketing Committee of NCI Works!
Funds were provided under the Workforce Innovation & Opportunity Act (WIOA)