



Geared Toward The Future

NORTHWEST CENTRAL ILLINOIS

WORKS

Spring 2015

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The Workforce Board covering Bureau, Carroll, Jo Daviess, LaSalle, Lee,  
Ogle, Putnam, and Whiteside Counties.

# Incumbent Worker Training

## Assists Area Hospitals With Necessary Training

While the majority of public workforce funds are designated for the unemployed or underemployed, **Incumbent Worker Training (IWT)** allows workforce areas to provide businesses with training funds that will help them avert a layoff and retain their current workforce. Business must match the amount of funding needed for training (up to 50% of the cost) and can use wages paid during training as that match. IWT funds can be used for a variety of training.

IWT is intended to give businesses the necessary assistance with training to allow them to compete in today's economy, train and **retain** their current workforce, and make the introduction of new technology and business practices less costly. IWT allows businesses to take a lead in identifying the skills needed in their workforce and the training that best fits those needs.

This program year (July 1, 2014—June 30, 2015) BEST, Inc. has worked with a number of area healthcare providers to help them access grant funds for ICD 10, Certified Medical Assistant, and Clinical Document Information Systems training. Grant funds totaling \$85,000 have been budgeted to this training effort with \$29,944 already dedicated to training. This is what Linda Burt, St. Margaret's Health had to say about this program.

***"BEST staff worked tirelessly on my organization's behalf to secure funds for incumbent worker training necessitated by new federal mandates. Without this training, we stood to lose millions of dollars due to lack of education and training on specific changes our industry is facing. I can't thank them enough for all their hard work in helpin us fulfill the requirements for a grant and seeing us through the process. From investigating whether we qualified to helpin us provide the necessary documentation, Dianna was there every step of the way. Thank you, Thank you, Thank you." - Linda Burt, St. Margaret's Health, Spring Valley, IL***

**Businesses interested in learning more about BEST's Incumbent Worker Training Program and how to qualify for this grant funded opportunity can call Dianna at 815-433-4550.**



@NCIWorks

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### Also in This Issue:

- Business Resources and Work Based Learning Opportunities
- Spotlight on NCI Works Representative Jennifer Robbins
  - Members Recognized at Annual Meeting
  - Important Dates and Pending Changes

## Business Resources and Work Based Learning for Your Ever Changing Workforce Needs

Programs offered through the Illinois workNet Center and its affiliates can assist area businesses with the resources and training necessary to compete at a price that is affordable. Because the workforce system is publicly funded, recruitment, screening and referral services are free of charge. Training reimbursement (up to 50%) also make doing business and keep your workforce trained to meet today's demand a reasonable alternative. The services listed below demonstrate our commitment to working hand-in-hand with business to "enable workers to work and businesses to compete."



**Recruitment, Rescreening & Referrals**—As a partner of Illinois workNet, our offices can post your openings on our job board, BEST, Inc., & NCI Works' websites and to Illinois Job Link. Our staff can receive applications and prescreen applicants in order to refer the most qualified candidates.

**Interviewing & Meeting Facilities**—We can provide you with temporary office space for interviews and online application stations. A private conference room (available in many of our locations) may be reserved for interviews and other meetings. The open Resource Center can be used to hold small job fairs for your company with several stations.

**Work Based Learning/Training**—***On-the-Job Training*** can provide you up to 50% reimbursement of wages for eligible new hires. The length of training will vary with the skills needed to be successful in the job. Eligibility of new hires must be determined prior to the first day of work. ***Incumbent Worker Training*** allows workforce areas to provide training funds that will help avert a layoff and retain a business' current workforce. Businesses must make a financial match (up to 50%) to the grant funds for this training. However, wages paid during that training count as the business' match. ***Internships*** can assist businesses with temporary, short-term employment through our paid work experience program. These experiences are designed to provide our youth, adult and dislocated worker customers with meaningful work and educational enrichment in a variety of occupational experiences. ***Customized Training*** is training that meets a specific need for a business, or group of businesses, prior to employment. The company is required to cover at least 50% of the cost of training and make a commitment to hire trainees upon successful completion of the training.

**Rapid Response**—Provided to businesses of any size during a reduction in their workforce numbers, rapid response is designed to engage the workers and link them with workforce development partners in an effort to get them back into the workforce at a self-sufficient wage as quickly as possible. On-site workshops prior to a worker's last day will introduce them to the staff of BEST, Inc. and that of the Illinois Department of Employment Security. A brief review of the services available through the one-stop system will be presented and general questions answered. Workshops can be scheduled for any number of effected employees even if the layoff does not require the filing of a WARN notice.

**More information on these services can be obtained by calling Dianna at 815-433-4550.**



## Member Spotlight

*DeAnne  
White*



### **What is your professional background?**

Proud graduate of the University of Illinois with a Bachelor's in Personnel Psychology and a Master's in Labor and Industrial Relations. Over 24 years of HR experience in organizations focusing on manufacturing, distribution, customer service, municipal and health care. I've been in my current position with Sinnissippi Centers since 1997. Over time, my position has expanded to include not only HR but also Marketing, Support Functions, Transportation, Facilities Management and a variety of leadership functions.

### **What made you decide to volunteer to serve on a workforce board?**

Sinnissippi Centers is a community behavioral healthcare center that provides services to residents in Carroll, Lee, Ogle and Whiteside. From an employer perspective, it is important to me to ensure that the needs of the non-profit and healthcare sectors are represented in discussions regarding workforce issues. From a healthcare provider perspective, the behavioral health of a community can be drastically impacted by changes in economic stability, job security, employment practices and other workforce issues so I feel it is beneficial to be part of the conversation when these factors are being addressed.

### **How long have you been a board member? (including pre-consolidation)**

I have served on the (formerly known as WIB) board since September, 2008.

### **As you have served and learned more and more about the Workforce Investment Act (and maybe even its predecessors) what do you see as the main value of our federal program?**

The main value of the program, from my perspective, is the focus on improving our communities through ensuring a qualified, competent labor force is available for the opportunities that exist now and into the future. We are all very busy focusing on our own work worlds but the WIA process of including professionals from a variety of perspectives allows all of us the chance to step outside of our individual companies and consider the larger workforce issues affecting Northwestern Illinois. The programs and services that are in place as a result of those conversations are the work product but I think the significance to me as an HR professional is the networking and idea sharing that we are all fortunate to be a part of through our service on the Board.

## NCI Works Hosts Annual Meeting at Timber Creek Golf Course in Dixon

Tuesday, March 24th, NCI Works hosted its annual meeting and recognized NCI Works and the NCI Works Youth Council members with service award and two members, Tera Armstrong of Streator and Emlee Dooley of West Brooklyn, were honored with a NCI Works Special Recognition Award for their Leadership and Contributions to the Youth Council and Workforce Development Activities in the Local Workforce Area. Those receiving service awards included:

Linda Burt	Ten Years of Service to NCI Works
Monte Flack	Five Years of Service to NCI Works
Deana Jones	Five Years of Service to NCI Works
Amy Liebing	Five Years of Service to NCI Works
David Mennie	Five Years of Service to NCI Works
Jennifer Robbins	Five Years of Service to NCI Works
Tera Armstrong	Fifteen Years of Service to NCI Works' Youth Council
Jeannette Maurice	Fifteen Years of Service to NCI Works' Youth Council
Edna McManus	Fifteen Years of Service to NCI Works' Youth Council
Mary Stouffer	Fifteen Years of Service to NCI Works' Youth Council
Sally Hanrahan	Five Years of Service to NCI Works' Youth Council

Northwest Central Illinois Works (NCI Works) is a locally appointed workforce board that oversees workforce development programs that are funded by millions of federal tax dollars for an eight-county area (Bureau, Carroll, Jo Daviess, LaSalle, Lee Ogle, Putnam and Whiteside Counties).



**Pam Furlan, Executive Director, WIB/Programs**

**3691 Cougar Drive , Suite B**

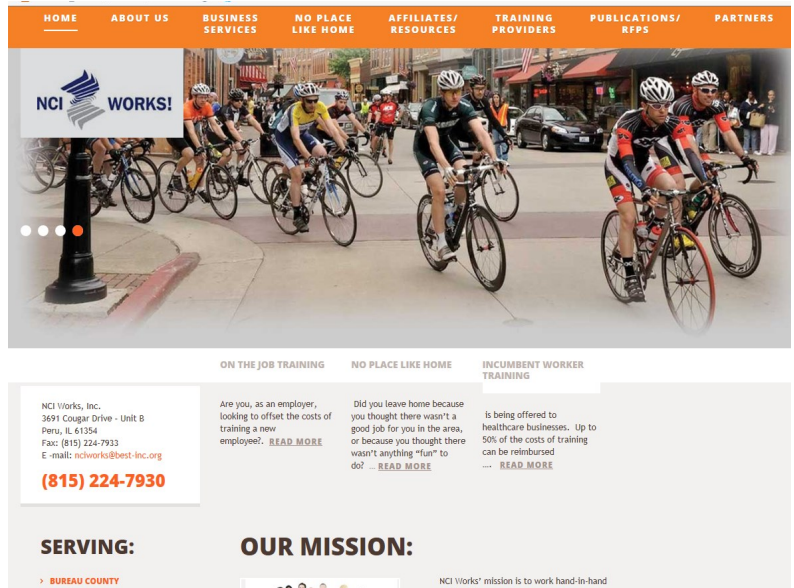
**Peru, IL 61354**

**815-224-7930 (Phone)**

**815-224-7933 (Fax)**

## NCI Works! Launches New Website and Feature

NCI Works! recently launched an updated website and businesses can now send staff their job openings online. By clicking on Business Services, Post A Job, businesses can submit openings that pay \$15 an hour (or the salaried equivalent) for positing on the “No Place Like Home” page of NCI Works!. Current county LMI, Request for Proposals (RFPs), meeting information and the most recent newsletters are also available through the re-designed site. Information on Incumbent Worker and On-the-Job Training programs is also available.



NCI Works invites area businesses to explore the information and partner links to see what services are available to them in the eight county service area that comprises NCI Works.

### MEMBER AGENCIES OF NCI WORKS

- ◆ Business Employment Skills, Inc.
- ◆ Experience Works, Inc.  
*Senior Workforce Solutions*
- ◆ Housing Authority for Carroll County
- ◆ Illinois Department of Employment Security
- ◆ Illinois Department of Human Services—FCRC
- ◆ IDHS-Office of Rehabilitation Services
- ◆ Illinois Valley Community College
- ◆ Kishwaukee Community College
- ◆ Sauk Valley Community College
- ◆ Tri-County Opportunities Council

**Access to the services provided by each of these agencies is available at:**

<b>Southtowne Mall</b>	<b>2323 E Lincolnway</b>
<b>1550 First Avenue</b>	<b>Sterling, IL 61081</b>
<b>Ottawa, IL 61356</b>	<b>815-625-9648</b>
<b>815-434-3111</b>	<b>TTY: 800-526-0844</b>

### March 2015 Unemployment Rate Most Recent Available:

**National 5.6%**  
**State of IL 6.3%**  
**LWIA 4 6.6%**  
**Bureau County 6.6%**  
**Carroll County 6.1%**  
**Jo Daviess County 6.1 %**  
**LaSalle County 7.3%**  
**Lee County 5.6%**  
**Ogle County 6.8%**  
**Putnam County 6.7%**  
**Whiteside County 6.1%**

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## *News In Brief!!!!*

>LMI and Job Data is available on the NCI Works website at [www.nciworks.org](http://www.nciworks.org).

>Youth summer work experience kicks off May 24th.

>The NCI Works annual report is now available on its website. Highlights of the programs, services, and award winners for the program year 2013-2014 are included.

>July 1, 2015 marks a change from the Workforce Investment Act to the Workforce Innovation and Opportunity Act. Look for highlights of changes incorporated in the new legislation in the next issue of the NCI Works newsletter.

NCI Works meets the 4th Tuesday of the following months at  
Illinois Valley Community College  
and

Sauk Valley Community College  
Via Electronic Meeting Capability at 5:30pm:

January	July
March	September
May	November

*Meetings are open to the public*