



Geared Toward The Future

NORTHWEST CENTRAL ILLINOIS

WORKS

Spring 2018

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



NCI Works and BEST, Inc. Congratulate May Graduates

NCI Works and BEST, Inc. would like to congratulate those customers that dedicated their time and efforts to pursuing and completing their educational goals as of May 2018. We wish each one a bright and successful future.

IVCC: Emilie - CNA, Jessica - RN, Nancy - RN, Laci - RN, Alicia -RN, Heather - AAS Business Administration, Hannah - RN, Amanda - RN, Ben - DCL, Dori - AAS Business Administration, Connie -

AAS Accounting, Gerald - AAS Electrical, Deena - AAS Business Administration, Renee - BS Business Administration in conjunction with Franklin University, Kathy - AAS Business Administration, Farni - CDL, Mario - AAS Business, Pat - AAS Electronics/Electrical, Dulce - RN, Amanda -RN, Tammy - AAS Marketing, Mary - CNA, Hannah - RN, Alicia - RN, Jessica - RN, Anna - RN, Dannielle - RN, Alexandra - RN, Vanessa - RN, Jennifer - Graphic Design, Jackie - Accounting, April -Criminal Justice, Michael -CDL, Luis - CDL, Connor - CDL

Highland Community College: Helen - CNA

St. Anthony College of Nursing: Carly - BS Nursing

Kishwaukee College: Martin - RN, Felisha - RN

Sauk Valley Community College: Anthony - CDL, Jalon - RN, Patrick - CDL, Debbie - AAS Accounting, John - CDL, Henry - CDL, Ray - CDL, Paul - CDL, Beth - RN,

Columbia College: Ketina - BA Human Services

University of Wisconsin: Chad - Manufacturing Engineering Technology

Carroll County GED/HSE Graduates: Michael, Robert, and Keegan

BEST's Step Ahead Program (GEC/HSE): Darrian, Taylor, Grace, and Natovia

BEST's Sterling High School Graduates: Claire, Gerardo, Isaiah, Ixtla, Alex



**The World Is
Yours To Conquer**

Also in This Issue:

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@NCIWorks

NCI Works Retention and Hiring Survey Preliminary Report

May 2018

The NCI Works Retention and Hiring Survey was conducted with both area businesses and job seekers. The business survey was distributed via survey monkey and the link to the survey went to 150 businesses between December 2017 and April 2018. An announcement for the survey and how to access it via the NCI Works website was also sent to area chambers for distribution and a press release was distributed to print and radio media outlets announcing its availability. Of the 150 businesses that received the link 15 responded. Two responded via the NCI Works website for a total of 17 businesses responding. The job seeker surveys were collected at the NCI Works One-Stop Center as well as through partner agency offices throughout the 8 counties. A total of 75 job seeker responses were collected.

The following is a summary of the questions that businesses were asked and their responses:

In identifying their number one retention issues 37.5% of respondents identified employees leaving for a better paying job and/or benefits as their number one issue, while 31.25% reported attendance as the number one issue. Retirements were identified by 18.75% and number one, and lack of skills and leaving for a different job were both reported as number one by 6.25%. Drug use and performance were not reported as an issue by those responding.

When asked at what level businesses experience the most problem with retention nearly all reported that it is within the first 2 years: 57.14% (8 respondents) for entry level, and 50%(7 respondents) for those within 2 years of hire. Respondents were allowed to choose all selections that apply. Thus, while there were only 14 that answered this questions, they were allow to choose more than one answer.

When asked about hiring veterans and those with a felony record, the majority of respondents indicated that they do not give veterans preference (64.29%) nor do they hire those with a felony record (57.14%). Some (21.41%) did indicate that hiring a person with a felony record would depend on the offense. Comments concerning hiring those with a felony record included having a long prohibited list of offenses that could not be hire (1respondent), having a look back period of 7 years (1 respondent), and 1 respondent looks “looks hard at violent, theft, and related crimes”.

Job seekers were asked 3 basic questions: the number one reason for leaving their last 3 jobs, identifying the type of business (industry) they worked in during their last 3 jobs, and what type of jobs they had in those last 3 jobs. The following is a break out of the response:

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Core Partners OF NCI WORKS

◆Adult Education

◆Business Employment Skills, Inc.

◆Illinois Department of Employment
Security

◆Illinois Division of Rehabilitation Services



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- The number one reason cited for leaving employment was due to a layoff (45 responses). The number two reason was cited as leaving for a better paying job, which somewhat mirrors that reported by the businesses surveyed. Additional response included: terminated due to attendance/punctuality (6 responses), better benefits (1 response), better pay and benefits (7 responses), and then a list of those identified under “other” included transportation, performance, family, hostile work environment, company culture, retaliation, disabled, retired, temp position, health, and working conditions.
- The majority of respondents indicated that the industry they primarily worked in was manufacturing (27 respondents). Retail and Logistics came in second and third with 18 and 16 respondents respectively. These responses are in line with the bulk of the layoffs that have been experienced over the last year in LWIA4. Additional industries identified included healthcare (4 responses), fast food (7 responses), hospitality (3 responses) and a variety of “other” responses including government, social services, military, and the Illinois Department of Natural Resources.
- Given that manufacturing was the predominate industry respondents reported having worked in, it would be expected that manufacturing occupations be identified as the primary occupations that respondents had worked in. Respondents reported production (24 responses), material handling (19 responses), assembly (17 responses) were among the top response to question #3. In addition, warehouse (16 responses) and forklift (15 responses) occupations were also frequently reports. Office (22 responses) and order fill (32 response) round out the top occupations of those responding to the job seeker survey.

While it is recognized that layoffs are, for the most part, out of the control of anyone except the company, the one-stop system does provide Rapid Response efforts to make those being dislocated aware of the training and employment opportunities available to them, including career research and retraining. Furthermore, these are only preliminary results from a limited number of respondents. Next steps will include seeking further business input on retention and hiring issues, including directing area businesses to complete the survey through the NCI Works website. The link to the survey is: [NCI Works Retention and Hiring Survey](#), and will remain open for an indefinite period of time. **All businesses are encouraged to participate.** The more responses NCI Works can collect the more likely the results will truly reflect our local retention and hiring trends and issues.

SAVE THE DATE!!!!

NCI Works Annual Employer Conference

Friday, September 28, 2018

Mendota Civic Center

Keynote Speaker: Lori Kleiman

Look for more information in your email!!!

NCI Works to Begin Releasing Industry Briefs

NCI Works launched a new initiative, a series of educational meetings intended to spotlight a select industry at each meeting, on May 22. At that meeting, representatives from 3 of our local Economic Development agencies presented NCI Works members with a snapshot of what's going on in economic development throughout our 8-county area. Ivan Baker (North Central Illinois Economic Development Corporation), Duane Calbow (North Central Illinois Council of Governments), and Dan Payette (Blackhawk Hills Regional Council) shared their perspectives on hot jobs, growth industries and economic trends, thereby setting the stage for the industry sector presentations at future meetings.

Representatives from the selected industry will be invited to provide information on the current environment/trends of the industry, challenges the industry is facing, most important skills needed, qualities most desired by employers, hiring opportunities within our local area, salary ranges for our area, what is good about working in that field, what might be not-so-good about working in that field, etc. After each meeting, staff will put together an educational piece based on the presentations, which will be distributed to schools, libraries, stakeholders and others that can benefit from this information.

In addition, BEST, Inc. has contracted with a social media firm that is going to work with staff to put together a podcast after each meeting again sharing the information that was provided on our featured industry. It's kind of exciting, and something unique, so we hope some of you will take advantage of this new initiative somewhere along the way and be sure to watch for the launch of our first podcast!

NCI Works meets the 4th Tuesday of the following months at Illinois Valley Community College, Sauk Valley Community College, and Carroll County Housing Authority via Electronic Meeting Capability at 5:30pm:

January	July
March	September
May	November

Meetings are open to the public.

(Location are subject to change. Please consult the NCI Works website, www.nciworks.org, for updated meeting locations.)

NCI Works One-Stop Center Launches New Website

The partners of NCI Works have launched a new website to give the public fuller access to the services available through the one-stop system. The new website offers a menu of services along with office locations throughout the 8 county area served by NCI Works. Partners include: Illinois Department of Employment Security, Business Employment Skills Team, Inc., Illinois Division of Rehabilitative Services, Illinois Valley Community College Adult Education, Tri-County Opportunities Council, Northwestern Illinois Community Action Agency, National Able, Illinois Department of Human Services, and Illinois Valley Community College Perkins. The website is available 24 hours a day, 7 days a week and will give the public the opportunity to learn about services during off business hours and holidays.

Visit the new website at:

<https://nciworksamericanjobcenter.wordpress.com/about>

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

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

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).

April 2018 Unemployment Rate Most Recent Available:

National 3.7%
State of IL 3.6%
LWIA 4 3.9%
Bureau Co 3.6%
Carroll Co. 3.4%
Jo Daviess Co. 3.5%
LaSalle Co 4.5%
Lee Co 3.4%
Ogle Co 3.8%
Putnam Co 4.2%
Whiteside Co. 3.5%

Wondering what the NCI Works partners can do for your business? Our matrix of business services is available online at www.nciworks.org.

“The Labor Market Demographic is an invaluable resource for those of us involved in Economic Development. We use this information when responding to a number of “request for information” such as: Grants, State Site Searches, Realtors, Retail , Disaster etc. Though you would think all would seek the same information, this is not the case. Having the very detailed breakdown in the Labor Market Demographic allows us to respond to specific Labor Market Demographic questions quickly and accurately.”

*Boyd Palmer
Executive Director*

Labor Force Data	Current Month (April 2018)
Employment	129,471
Average Annual Wage	\$41,200
Percentage Change Over 2017	0.1%
Unemployment Rate:	3.9%
Industry	
Ag, Fishing, Forestry/Hunting	5,154
Mining/Quarrying/Oil/Gas	1,012
Utilities	1,754
Construction	6,055
Manufacturing	20,318
Wholesale Trade	5,160
Retail Trade	15,159
Transportation/Warehousing	9,148
Information	1,146
Finance/Insurance	3,682
Real Estate/Rental and Leasing	1,494
Professional Science/Technical	3,163
Management	392
Administrative Support	4,780
Educational	10,546
Health Care/Social Assistance	15,338
Arts/Entertainment/Recreation	1,604
Accommodation/Food Service	10,674
Other Services	5,742
Public Administration	7,091
Unclassified	54
Total All Industries	129,471
LWIA 4 Industry Employment Data/Source: Jobseq (2018Q1)	