

STRATEGIC RESPONSES TO CONNECT TALENT

Rapid Response: Effective Utilization

The Lake County Workforce Development Department leads the Rapid Response Team for Lake County. Rapid Response activities focus on helping laid-off workers quickly transition to new employment. Rapid Response acts as both a provider of direct reemployment assistance and as a facilitator of additional services and resources. Workforce Development services include resume and interview workshops, career counseling, job search strategies, and job training. Workforce Development engages with employers and delivers information sessions, employment and training workshops, and hiring fairs for affected workers. These transitional employment activities have resulted in both direct hire and on-the-job training opportunities.

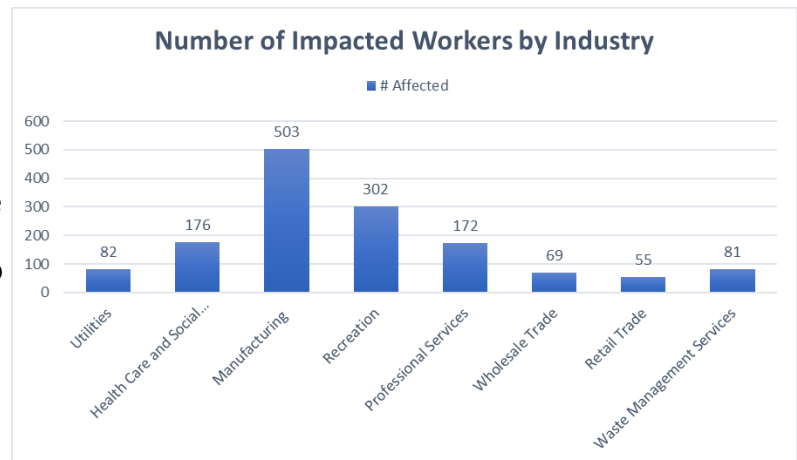


Figure 1: Worker Impacted by Layoffs 2017-2018 by Industry
**265 impacted workers from Manufacturing were from the sub-industry of Pharmaceutical and Medicine Manufacturing*

Responding with Customized Services

When Teva Pharmaceutical Industries, Ltd. reported that they would be closing their location in Gurnee, IL resulting in the layoff of 101 employees, a Rapid Response plan was initiated. Rapid Response plans are customized to the needs of the affected employees. The employees to be laid-off worked in the areas of material handling, technical support, inventory control, quality control, maintenance, and several more. A Workforce representative met with them to determine their background and career interests. Based on this feedback, Workforce Development coordinated two events which were held at the Teva facility prior to the employee layoff dates.

The first event involved presentations from Workforce Development and the Illinois Department of Employment Security. The workshops included an introduction to the Job Center of Lake County and its services, resume development, and networking. There was also a presentation about unemployment insurance and how to file a claim.

The Lake County Rapid Response team responded to 14 layoffs in 2018. The team consists of:

- Department of Commerce and Economic Opportunity
- Illinois Department of Employment Security
- Lake County Workforce Development
- Employee Benefits Security Administration



Above: Job and Resource Fair: Impacted workers meeting with MacLean-Fogg

The second event was a job and resource fair. The following companies attended: Laser Precision, A.L. Hansen, Maclean Fogg, HydraForce, and Arrow Specialized Carriers Inc. Representatives from Symbol Training, First Institute, College of Lake County, and 160 Driving School also spoke with attendees about training options. Workforce Development and IDES staff were present to answer questions regarding IllinoisJobLink and the Job Center.

Many of the laid-off employees have already started to take advantage of the various services offered by the Job Center.

DEVELOPING DEMAND-DRIVEN SOLUTIONS

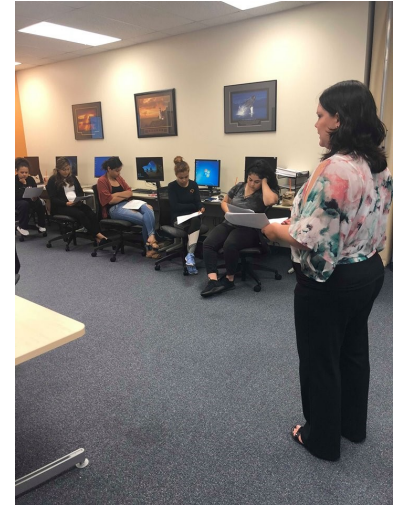
Preparing The Workforce of Tomorrow

The Workforce Essential Skills Training (WEST) program was developed by Lake County Workforce Development to provide career readiness and essential skills (a.k.a. “soft skills”) training to young adults, ages 18 to 24, who are in need of career path guidance. A major driving factor in creating the program was to address a need voiced by employers across many industries stating a desire for more refined essential skills in the workforce and reinforcing a strong work ethic, especially in younger workers at the start of their careers.

Implemented in July 2018, WEST was incorporated as part of the application process for young adults interested in pursuing grant-funded Workforce Development services. Occurring on a bi-monthly basis, WEST is delivered to a cohort of young adult participants as a one-week

bootcamp/orientation. During the program, Workforce staff facilitate interactive workshops targeting the topics of attitude, ambition, accountability, and other essential work ethic values. Participants are not only educated on the importance of essential skills in the workplace but are also exposed to a variety of tools and resources to increase their awareness of the career paths available to them and help them better understand how to achieve their career goals.

Since the inception of WEST, 3 cohorts have been completed, with a total of 26 young adults participating in the program. Upon completion, WEST graduates are ready and able to access in-demand training and pursue their employment goals.



Above: Employer Presentation



Above: Second WEST Cohort, September 2018

Manufacturing Month Employer Panel

On October 31, 2018, 54 community members attended a panel discussion at the Job Center of Lake County regarding current and future trends in manufacturing. Panelists included representatives from four companies

including: LiLiPi Brand, Procter & Gamble, Siemens, and Sysmex. A universal theme that emerged during the discussion was the rapid changes to the manufacturing field brought on by the development of new technologies.

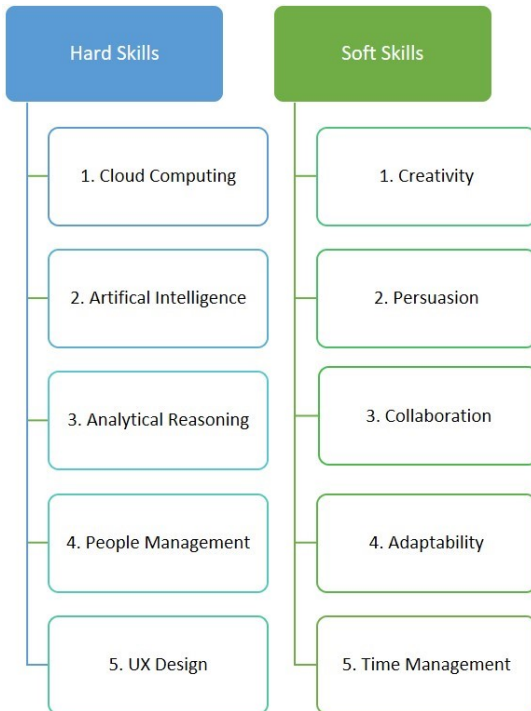
Manufacturers must demonstrate value-add in order to remain competitive. Steve Provencal with Procter & Gamble explained, “Our facility has been in North Chicago for close to 60 years. The reason we continue to be there is our innovation capability, technical competence, and manufacturing excellence.”

Panelists discussed an ongoing need for talent. All panelists stressed that they are willing to train new employees in specific technology skills, but that they seek employees who come in with a team mentality, good communication skills, and troubleshooting ability. When asked about their advice for young people entering the market, Mark Becker with Siemens shared his insights from 35 years in the field. “Don’t get stuck on just one game plan. Life is going to throw you curveballs.”

The panel discussion was the conclusion of a month of events throughout Lake County highlighting the value of manufacturing in our community.



Left to Right: LiLiPi Brand, Siemens, Procter & Gamble, Sysmex



Above: LinkedIn Learning “The Skills Companies Need Most in 2019”