

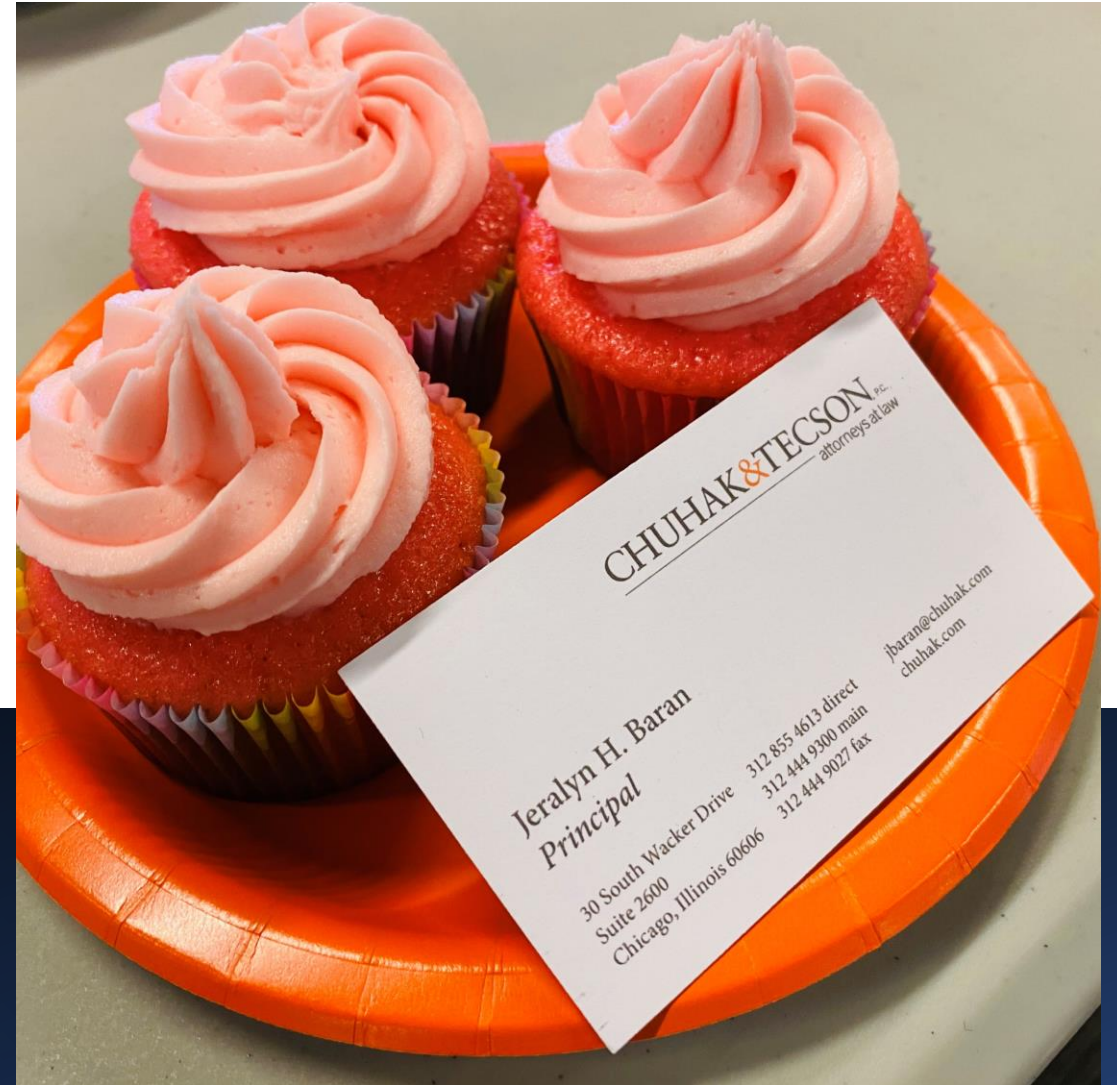
HR PEER  
Group

Tuesday,  
May 11TH



# LEGAL UPDATE

Jeralyn H. Baran  
Principal  
*Chuhak & Tecson*



**CHUHAK & TECSON** PC  
attorneys at law

**Jeralyn H. Baran**  
**Principal**

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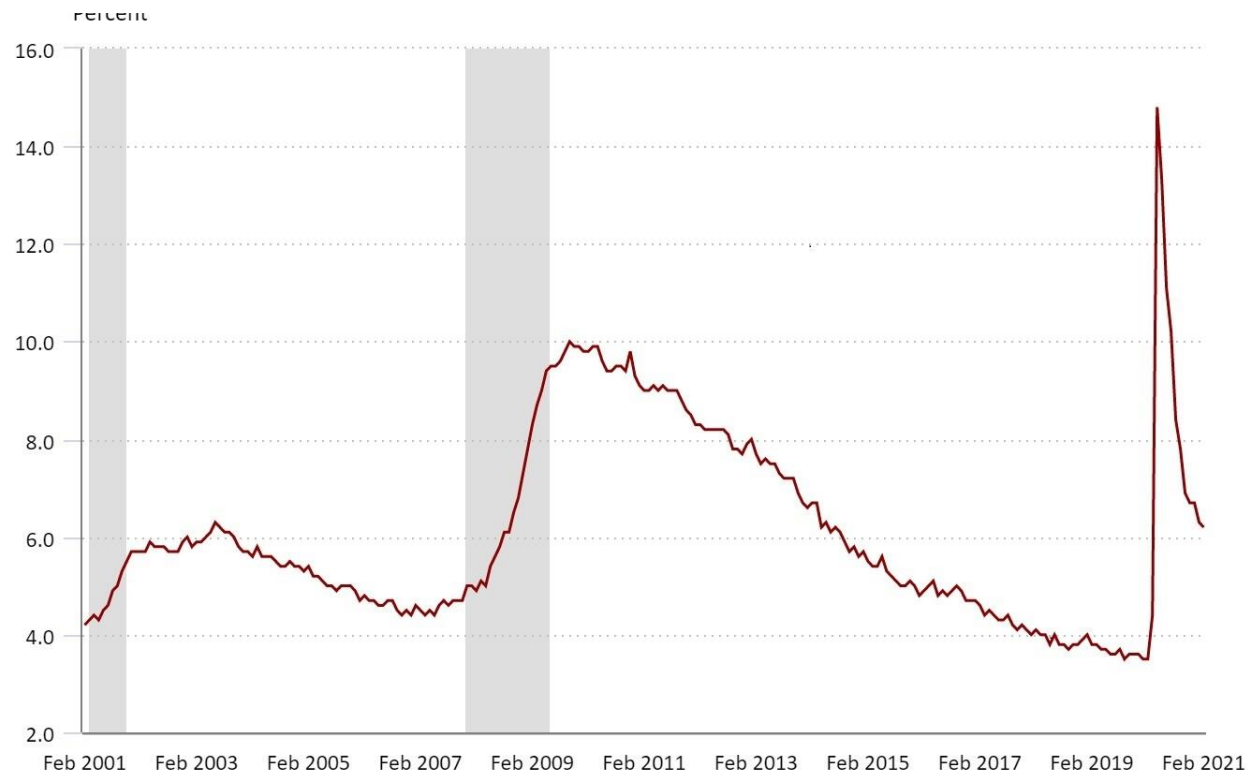
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**WELCOME**  
VINCE DANIELLO  
OWNER AND PRESIDENT

# UNEMPLOYMENT 2001 – FEB 2021



- 1933 - 24.9%
- 1982 - 10.1%
- Great Recession 2009 was 10%
- March 2020 – 4.5%, April 2020 – 14.7%

# GDP 2007 - 2021

From:  To:  Zoom:



Mostly Intuitive

High GDP =  
candidate  
market

Low GDP =  
employer market

# CHALLENGES IN STAFFING

# HIRING!



847-490-5366

# INTERESTING STATISTICS

January 2020

Chad Moutray, NAM Chief Economist said; “Manufacturers consistently cite the inability to attract and retain talent as their top concern, and as this survey underlines, they are taking strong proactive steps to overcome it.”

69.9% of firms reported said they were creating or expanding already created internal training programs

63.1% are offering some kind of tuition assistance



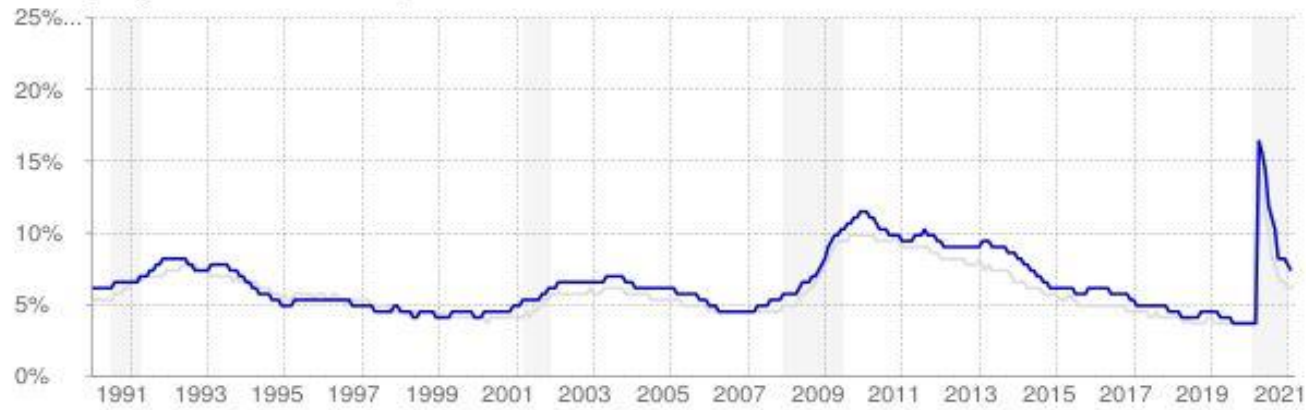
2.4 Million Manufacturing Jobs unfilled by 2028  
SHOCKING! RIGHT!

# ILLINOIS UNEMPLOYMENT

Unemployment Rate	February 2021	Month/Month	Year/Year
National	6.2%	-0.1	+2.7
Illinois	7.4%	-0.3	+3.8

**Note:** All comparisons are made with February data as March state level unemployment data has not yet been released.

Unemployment Rate: Illinois, National



**Note:** Recessions shown in gray

February 2021 = 454,240 unemployed

Year on Year we have approx. 200k people unemployed



# ILLINOIS POPULATION

## Illinois lost 253K residents during decade, most in U.S.

Annual change in the resident population, July 2010-July 2020



Chart: @illinoispolicy • Source: U.S. Census Bureau • Created with Datawrapper



STAFFING DURING AND AFTER COVID

# JOBS VS. LABOR POOL

## Labor force participation remains sluggish even as employer demand for candidates surges

The average count of active online **job postings** across the U.S. versus the **labor force participation rate**

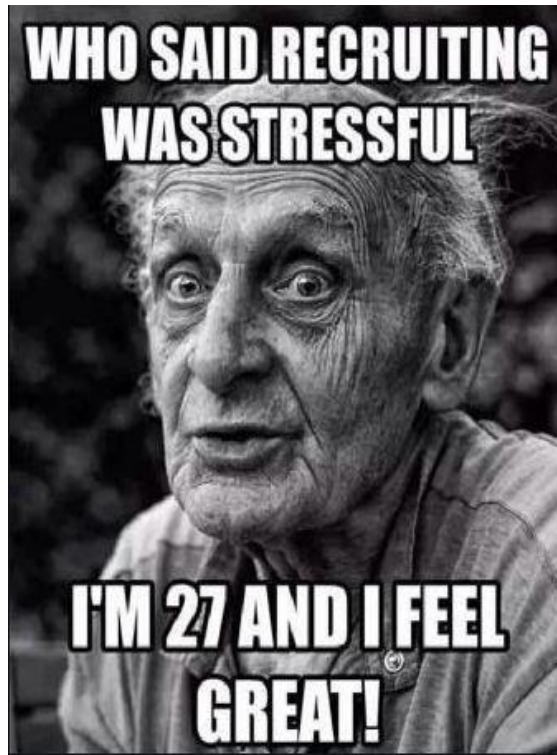


Source: ZipRecruiter, Inc. internal data • The count of job postings aggregates job listings from thousands of websites, including job boards, staffing firms, associations, and company career pages, and is de-duplicated based on company name, job title, and location. Note that one job posting does not necessarily equal one position since a single posting may advertise multiple vacancies, and multiple postings in separate locations may advertise a single vacancy.

Factors for sitting out the labor market:

1. Ongoing concerns about the Covid
2. Childcare and managing remote learning
3. Family obligations
4. Holding out for better opportunities.
5. Economic stimulus checks

# RECRUITING



# WHY PEOPLE LOOK

- 1) Passion**
- 2) Location**
- 3) Workplace**
- 4) Work-life balance**
- 5) Job title**
- 6) Company culture**
- 7) Opportunities**
- 8) Recognition**
- 9) Colleagues**
- 10) Salary**

# PASSIVE RECRUITING

- Start by getting buy-in from your hiring manager
- Get your timing right
- Give them what they're not already getting
- Move things along quickly

# EXPEDITE THE PROCESS



Webex Meetings







# SOLUTIONS





***A.N.D.***  
**STAFFING**

**THANK YOU**

VINCE DANIELLO  
OWNER AND PRESIDENT



# GPS Education Partners

Project: DuPage County WBL Initiative -  
Manufacturing Youth Apprentice

# Attract > Develop > Retain

Garner support from Technology and Manufacturing Association and it's membership for Education to Industry Work-based learning program in DuPage County

Opportunity:

- Advance TMA and Mfg industry workforce development initiatives,
- Develop youth strategy and next-gen talent
- Create pre-apprenticeship opportunities as funnel to TMA Registered Apprenticeship for TMA and member companies

# Connecting Today's Classrooms to Tomorrow's Careers

## GPSEd Work-based Learning Journey™



MIDDLE SCHOOL } HIGH SCHOOL }  
POST-SECONDARY

# Work-based Learning Journey



We intersect school and workplace environments with practical education programs and customized vocational training.

**STUDENTS BENEFIT**  
Learn valuable hard and soft skills while building an impressive portfolio through on-the-job training.

**SCHOOLS BENEFIT**  
Provide new learning opportunities that give students the work-experience needed to validate their pathway choice.

**EMPLOYERS BENEFIT**  
Train and develop the future workforce to create a more robust, diverse, and innovative talent pipeline.



# Vision

Design, build and execute a collaborative, sustainable School District driven work-based learning model to support:

- Diversity, Access and Equity
- Multiple Industry Pathways
- Curriculum and Credentials
- Student Support, Progress and Assessments
- Aligned to Post-Secondary
- Community supported (DuPage County)
- Aligned to state WBL and Apprenticeship

# Manufacturing Pilot

- 1 semester pilot (Feb-May)
- 5-10 Students (Seniors)
- 1-3 School Districts -Led by **Lake Park School District**
- 3-5 Manufacturing Business Partners
- Aligned to State of Illinois guidelines and standards
  - Youth Apprentice > Pre-Apprentice

**Our  
Partners:**





# Manufacturing Program

- Year long program (Semester 1&2)
- 30-35 Students (Seniors)
- 6 Districts +Adding Fenton, York, West Chicago, Wheaton
- 15-20 Manufacturing Business Partners
- Aligned to State of Illinois guidelines and standards
  - Youth Apprentice > Pre-Apprentice

# Business Commitment

- Organizational support - Executive, HR, Operations
- On-the-job training opportunities for students
- Commitment of 10-25 hrs week/student (450 hrs)
- Supervisors/ Mentors/ Skills coaches
- Hourly wage
- Assessments and evaluations
- Hiring opportunities

- Hiring opportunities

# Business Commitment

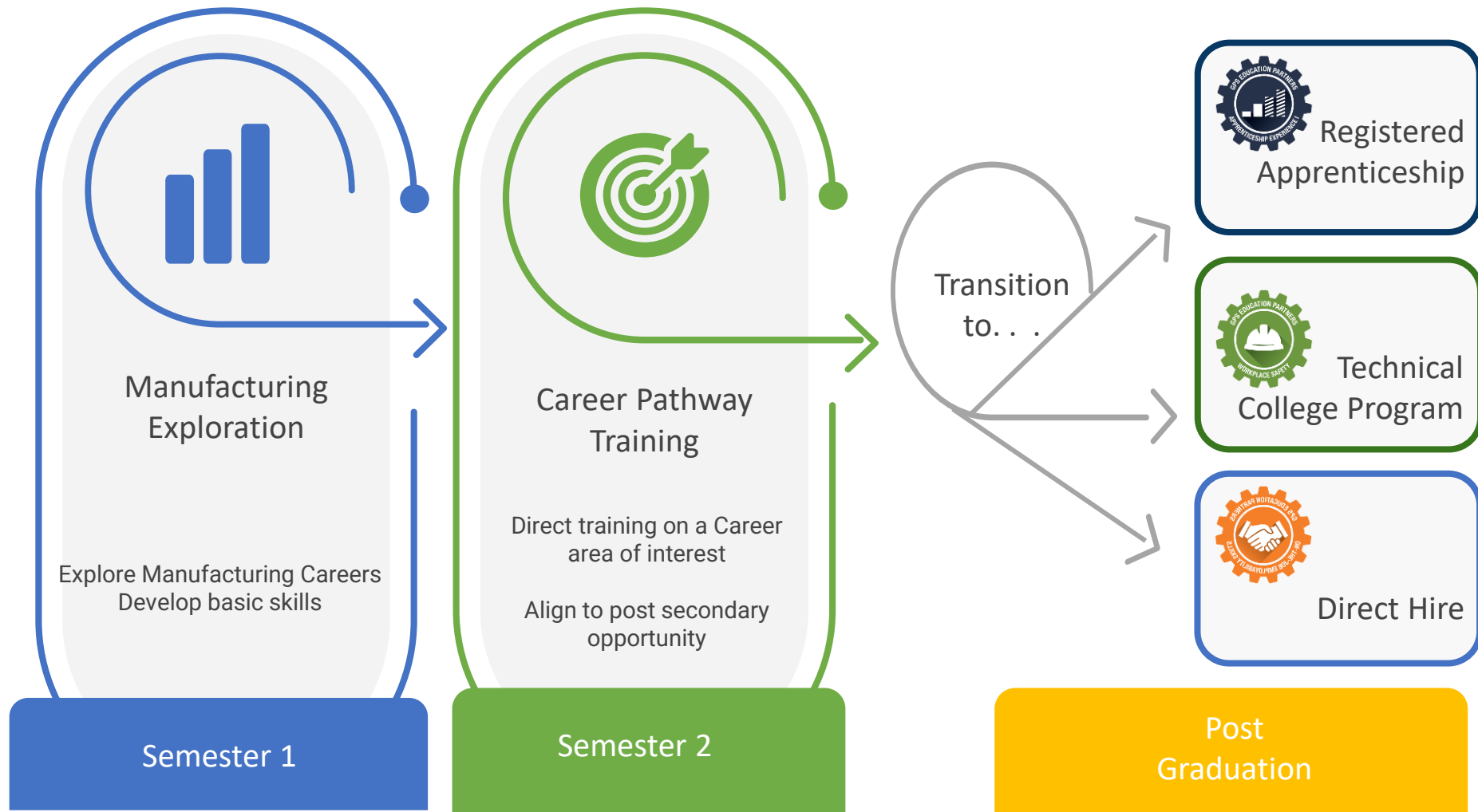
- Organizational support - Executive, HR, Operations
- On-the-job training opportunities for students
- Commitment of 10-25 hrs week/student (450 hrs)
  - Early Release - Approx 1:30-5:00+
- Supervisors/ Mentors/ Skills coaches
- Hourly wage
- Assessments and evaluations
- Hiring opportunities

- Hiring opportunities
- Assessments and evaluations

# GPSEd Solution & Supports

## Plug and Play

- Training Plans: 9+ Different Manufacturing Pathways
- Structured Assessment Tools & Processes
- Wrap Around Curriculum
- Alignment to Industry Certifications & Post Secondary
- Business Partner Onboarding & Training



Machining, Fabrication, Welding, Maintenance

GPSEd Manufacturing Pre-Apprenticeship  
Programming

# On the Job Training

- Phases
  - Exposure (1st Semester)
    - Overview of a variety of careers and skills within the host businesses facility
  - Experience (2nd Semester)
    - Deep dive into a specific career pathway
- Skill Development
  - Soft Skills
    - Employability & Professional
  - Hard Skills
    - Technical training plan that aligns to industry pathways and high school curriculum

# Business supporters



**Camcraft** is a global leader in the manufacture of high-precision components for the automotive and off-road vehicle engine markets. [Link](#)



**Prince Industries** is a globally integrated contract manufacturer of precision machined and fabricated parts. [Link](#)



**M&R Print** is the leading manufacturer of high quality Screen Printing and Digital printing equipment [Link](#)

**SWD, Monarch Tool & Die, Flexco, Mauser Packaging, DuPage Machining, Matrix Plastics, Pioneer Service, Duall Multitech, Moldtronics, Eagle Flexible Packaging**

....

AND MORE...



# Let's Get Started

**Complete DuPage Business  
Partner Questionnaire [HERE](#)**



# Next Steps/ Action Items

- Get Organizational support - Exec, Operations, HR and others
- Complete DuPage Business Partner Questionnaire [HERE](#)
- Business Partner Info Session and On-boarding
  - Profile
  - Rotation
  - Mentor Identification & Training
- Recruit & Align Students

# Who is GPSEd?

GPS Education Partners is a nonprofit that has been delivering **work-based learning (WBL) solutions** that impact educational systems, talent pipeline needs, and help sustain communities for **two decades**.

GPSEd is a leading provider of work-based learning services and programs

- **Intermediary Services** - GPSEd serves as a consultative design, implementation and execution partner to its school, business and community clients
- **Program** - GPSEd manages and operates a statewide Dept of Workforce Development Youth Apprenticeship in Manufacturing.  
7 Education Centers | 45+ School Districts | 100+ Businesses

VIDEO: [Accelerating Your Future Workforce with Work-based Learning](#)



## GPSEd Videos

- [Accelerating Your Future Workforce with Work-based Learning](#)
- [Work-based Learning Journey: A Business Leader Perspective](#)
- [GPS Education Partners: Accelerated. Customized. Outcomes-based.](#)
- [Work-based Learning Journey: A School's Perspective](#)

More Videos...<https://gpsed.org/media-library/>

Thank you  
for joining us

