



# W.I.B.A. Punch List



September 2021



**WIBA Membership Meeting**  
**September 15th 6:30p.m.**  
**Pizza Ranch**  
**meeting room**  
**Speaker: Dirk Lefler**



## Board Members

**President:**

**Neil Thomas**

**Vice President:**

**Treasurer:**

**Amy Schwartz**

**Past President:**

**Scott Howe**

**Directors:**

**Dee Spivey**

**Steve Hawkinson**

**Terry Allen**

**Life Director:**

**Bill Johnson**

**Executive Director:**

**Kaylee Johnson**

The Workforce Office of Western Illinois has been working on an apprenticeship program design as part of a national and state initiative. The overall goal is to support business and workforce development efforts. I offer the description below to begin understanding apprenticeships as we see them today.

Essentially, an apprenticeship is a program designed by the employer to bring an "employee/apprentice" from "point A to point B" in their career with the company. For the apprentice, a registered apprenticeship leads to a national Department of Labor Certification upon completion. For the employer, the apprenticeship requires a commitment from the apprentice to stay with the company until the apprenticeship is completed. Most apprenticeships are from 1 to 5 years...depending on the occupation and the employer's design.

As you might realize, an apprenticeship can be a good tool in recruiting longer term employees. If an apprentice enters the program it shows they are willing to commit to the employer for at least the amount of time it would take to finish the apprenticeship. Also, current Dept. of Labor statistics show a retention rate over 90% with apprentices remaining with the company. This was measured after 9 months following program completion. So apprenticeships are good for retention as well.

The development process is two fold:

**Step 1** - An occupation for the apprenticeship is identified, the program designed, and then registered.

**Step 2** - An apprentice is then hired into the apprenticeship and the program is administered through to completion.

Our office helps with step 1 from start to finish. There is no cost involved beyond taking the time to do it. Once registered, the employer has the option of hiring an apprentice or not. Step 1 just brings the program into existence for the employer to use, or not, as they desire from that point forward.

Our office can also help with step 2 in a couple ways:

We can help in recruiting by advertising the program throughout our nine county area, in schools, at work-force offices, with economic development agencies, etc. This we would do as a service to businesses within our economic development region as part of our mission.

We can also bring funding to the table. This will depend on individual circumstances on a case by case basis. We can talk about this further as needed.

If the above explanation seems interesting, I would suggest exploring possible occupations within your company to see if there would be one that could be a good fit for apprenticeship development. There are currently over 1300 occupations identified for apprenticeships so almost no job title is impossible. As a general guideline the occupation should be one in which the apprentice will take at least 1 - 5 years to become proficient.

Let me know if you have a question or an idea for a possible job title. I look forward to presenting examples of what could be developed.

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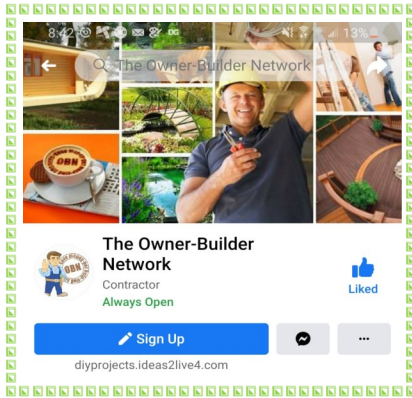
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### W.I.B.A. Board Highlights



45- WIBA Members

\*Note Change of location for WIBA Membership Meeting.

\*WIBA

Membership Meeting

Pizza Ranch meeting room

October 20th 6:30p.m.

\*WIBA Board Meeting

November 3rd 6:30a.m.

Perkins Restaurant

\*WIBA Christmas Party

Thursday, December 2, 2021

Cherry St. Restaurant

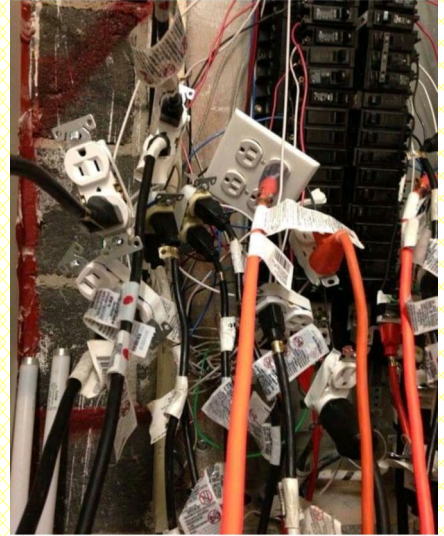


“I hope I can be the autumn leaf, who looked at the sky and lived. And when it was time to leave, gracefully it knew life was a gift.”



Dodinsky

Sometimes you don't need an inspector to tell you something is just not right. Don't mess with electrical 🙅



## Galesburg Clean Up Days



### Fall

### September 13th-17th



## Save the Date

WIBA Christmas Party

December 2nd 6:30p.m.

Cherry St. Restaurant

Tickets \$20 per person

Reservations Required by November 17th.



# WESTERN ILLINOIS BUILDERS ASSOCIATION

## ANNUAL HOME SHOW

March 26<sup>th</sup> 10a.m.-4p.m. & March 27<sup>th</sup> 12-4p.m.



**For WIBA Members**



Knights of Columbus 1556 E. Fremont St. in Galesburg

Full menu available for purchase/ No outside food or drink

Vendors should park in the back.

*It is a great advertising too  
to show the public your specialty &  
promote any new ideas in your specific field.*

First time participants receive- **\$100 discount**

Attend 5 meetings- **\$100 discount**

Bring a new exhibitor- **\$25 discount**

One discount per exhibitor.

Each Booth Space Indoors is 8'X10'.

Each Booth Outside is 10'X10'and can be inside a tent.

Set Up is on Friday, April 25<sup>th</sup> from 1-6p.m. or on Saturday from 8a.m.-  
9:30a.m.

**Set Up  
Friday, March  
25th  
1p.m.-6p.m.**

### 2022 HOME SHOW RESERVATIONS

**NAME** \_\_\_\_\_ **TYPE OF BUSINESS** \_\_\_\_\_

**COMPANY** \_\_\_\_\_

**ADDRESS** \_\_\_\_\_

**PHONE** \_\_\_\_\_ **FAX** \_\_\_\_\_ **E-MAIL ADDRESS** \_\_\_\_\_

Please check one or number if more than one space needed.

Fees = \$275 for Inside \_\_\_\_\_ I need electricity. \_\_\_\_\_ I need a table. \_\_\_\_\_ I need a tablecloth. \_\_\_\_\_

\$250 for Outside \_\_\_\_\_ I need a table. \_\_\_\_\_ I need a tablecloth. \_\_\_\_\_

Yearly membership fee is \$150.



Membership fees & final booth rental must be **paid by Wednesday, March 16, 2022.**

**Please mail form & FEES payable to WIBA PO BOX 565 Galesburg, IL. 61402-0565**

**Questions? PHONE: 309-343-2116**



# Here's how Navigators Can Help

**Support existing or foster new partnerships.** Navigators develop an extensive network of stakeholders at all levels of the public and private sector within the region to identify opportunities for program expansion and promotion.

- Navigators build a regional network of partnerships.
- The Navigators bring regional players together, such as CBOs, training providers, employers, as well as identify potential partnerships over various sectors.
- Navigators act as a liaison between employers, area economic development organizations, educational providers, local workforce areas, etc.

**Conduct industry engagement and outreach.** Navigators market the apprenticeship model as a viable workforce solution to individual businesses, chambers of commerce, local workforce areas, industry associations, educational institutions, and more.

- The Navigators work with businesses to understand their workforce "pain points" and determine how apprenticeship can be a sustainable solution to their workforce needs.
- The Navigators schedule "events" where they convey why and how the program provides a workforce solution, using a variety of marketing materials in their outreach.
- Navigators promote existing programs in the area and develop methods to include special populations.

**Serve as a key point of contact.** The Navigators are available for free consultation to businesses, high schools, local workforce areas, chambers of commerce, community colleges, and other potential apprenticeship partners.

- Navigators assist apprenticeship partners throughout the process, from concept to implementation, providing samples of similar models that may be replicated, and connecting partners with the appropriate resources.
- The Navigators facilitate regional coordination and partnership with apprenticeship stakeholders, including businesses, Illinois U.S. Department of Labor's Office of Apprenticeship, the training and service providers, and other education and state agency partners.
- Navigators connect interested parties to the correct partner and the various apprenticeship components.

Navigators can help employers connect to the [apprenticeship education expense tax credit](#) program.



**Dirk Lefler**

Office:(309)837-1280



Workforce Innovation Board of  
Western (LWIA 14)

**Counties:** Adams, Brown, Hancock, Henderson, Knox, McDonough, Pike, Schuyler, Warren

You are invited!

*Western Illinois Builders  
Association*

## *Christmas Party*

Cherry St. Restaurant

Thursday, December 2<sup>nd</sup>, 2021

Dinner & Christmas Gifts 6:30pm

Games and More Gifts 7:00p.m.

Installation of Officers 8:00p.m.

Cost is \$20 per person. Reservations are  
required.



WISHING ALL OF YOU A VERY MERRY CHRISTMAS AND A HAPPY NEW YEAR!

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### WIBA Christmas Party Reservations 2021

Company Name \_\_\_\_\_

Attendees: \_\_\_\_\_  
\_\_\_\_\_

Number of Reservations \_\_\_\_\_ Amount Enclosed \_\_\_\_\_

Please call Kaylee Johnson at 309-343-2116 if you have any questions.

Please mail reservations & check by **NOVEMBER 17th** to:

WIBA PO Box 565 Galesburg, Il. 61401



## WHAT IS AN APPRENTICESHIP?

Apprenticeship is a workforce strategy to help individuals connect to a career pathway for many different occupations. It is a work-based learning model, commonly referred to as a “learn and earn” model, where on-the-job training is combined with relevant classroom instruction. The apprentice progressively acquires new skills and applies these learned skills on the job under the supervision of a mentor. Upon completion of the program, the apprentice receives an industry recognized credential.

Apprenticeships are one solution to meet employers’ talent needs, while allowing apprentices to begin a solid career and grow their skills without taking on large amounts of college debt. Although apprenticeships have been traditionally associated with construction and the trades, apprenticeship programs are now within all industries, including healthcare, IT, advanced manufacturing, banking, insurance, and transportation, distribution, and logistics.

- 
**Employer Involvement**  
 Employers are the foundation of Apprenticeship Programs.
- 
**Structured On-the-Job Training**  
 Apprentices receive on-the-job training from an experienced mentor for typically not less than one year.
- 
**Related Training and Instruction**  
 Apprenticeships combine on-the-job training with related classroom instruction provided by schools, at employer sites, or even online.
- 
**Progressive Wage Increase with Skill Gains**  
 Apprentices receive increases in wages as they gain higher level skills.
- 
**Nationally Recognized Credential**  
 Apprenticeship programs result in a nationally-recognized credential.

## WHAT DOES AN APPRENTICESHIP PROGRAM LOOK LIKE?

The apprenticeship model of learning is flexible; therefore, all programs are different. The length of an apprenticeship varies depending

<p style="text-align: center;"><b>MYTH</b></p> <p style="text-align: center;">APPRENTICESHIPS TAKE 4 YEARS TO COMPLETE.</p> <p style="text-align: center;">ONE SIZE FITS ALL.</p>	<p><b>FACTS:</b></p> <ul style="list-style-type: none"> <li>Apprenticeships can take anywhere between 1-5 years.</li> <li>Apprenticeships can be time-based, competency, or a hybrid.</li> <li>Registered Apprenticeship is flexible and can be customized to meet the needs of every type of business.</li> <li>The training and education delivery, as well as the length of the program, can all be customized.</li> <li>Increase or decrease a time-based by 25%</li> <li>Minimum 2,000 hours to meet competencies</li> <li>Credit for previous experience</li> </ul>
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on the employer’s needs and the occupation. Apprenticeships can be time-based, competency-based, or a hybrid of time and competency-based. The related instruction piece can take place during work or after work hours and can be provided at a school, at the employer site, or even online. This related instruction can be “front-loaded” meaning most

or all provided at the beginning of the program before on-the-job training begins, or it can be segmented or spread out over the life of the program as needed. Many apprenticeships follow a 2:3 ratio of classroom to on-the-job training that helps put knowledge to work right away.

The apprenticeship program can be “sponsored” by an employer, an industry association, a community college, a labor union, or other intermediary and ensures the apprentices are progressing through the program and meeting all of the requirements.

<p style="text-align: center;"><b>MYTH</b></p> <p style="text-align: center;">ONLY UNIONS OR LARGE SINGLE EMPLOYERS CAN BE SPONSORS</p>	<p><b>Facts:</b></p> <p>Examples of sponsors include community based organizations, individual employers both small and large, colleges &amp; universities, workforce development boards, industry associations, committees, municipalities, prison systems, and the military.</p>
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The Illinois Work Net Center System, an American Job Center, is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers on this website may be reached by persons using TTY/TDD equipment by calling TTY (800) 526-0844 or 711.

## WHAT ARE THE BENEFITS OF APPRENTICESHIP TO EMPLOYERS?



Employers are the foundation of apprenticeship programs. Research on apprenticeship programs conducted by Case Western University revealed many benefits to participating employers. The study found that

apprenticeships help recruit and develop a highly skilled workforce; they improve productivity and the bottom-line; and they reduce turnover costs and increase employee retention. Apprenticeships are industry driven training solutions that meet the local employers' needs.

### Apprenticeships are Good for Business!



## APPRENTICESHIP IN ILLINOIS

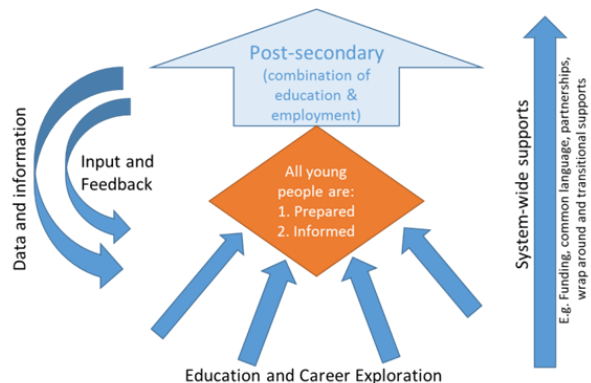


According to the U.S. Department of Labor, Illinois has approximately 412 Registered Apprenticeship programs with approximately 14,663 apprentices. These programs have been vetted by industry and are registered with the U.S. Department of Labor.

The State of Illinois also fosters and promotes Pre-Apprenticeship, Youth Apprenticeship, and Non-Registered Apprenticeship. A Pre-Apprenticeship program is designed to prepare individuals to enter and succeed in a Registered Apprenticeship or Non-Registered Apprenticeship program. A Youth Apprenticeship is a program for in-school or out of school youth that provides a career development experience with financial compensation paid to participants. Finally, a Non-Registered Apprenticeship is very much like a Registered Apprenticeship, only it is not registered with the U.S. Department of Labor.

As Illinois coordinates and aligns the strategy of apprenticeship with the K-12 system, we are integrating a shared vision and language around Career Pathways. We are building a cohesive system to ensure that all Illinois young people reach adulthood having completed workforce readiness programs that prepare them for college and career, while equipping them with the information they need to choose the best career pathway for themselves.

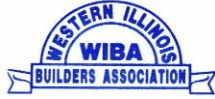
Apprenticeships are part of a larger strategy to help employers develop their talent pipeline.



**For more information call: Mike Pearman Workforce Office of Western Illinois - Program Manager at (309) 734-4745 or [mpearman@grics.net](mailto:mpearman@grics.net)**

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**Business Name  
Builders Association**

2163 E. Main St.  
P.O .Box 565  
Galesburg, Illinois 61401  
Phone: 309-343-2116  
Fax: 309-343-1114  
Email: wiba@grics.net

«First Name» «Last Name»

«Company»

«Newsletter Mailing Address»

«City», «State» «Zip»

**WIBA  
Membership Meeting**



**October 20th 6:30 p.m.  
Pizza Ranch Meeting Room**

**“Support Your Local  
Communities,  
Where Professionals  
do Professional Work”**



**Our Website, <http://WWW.wibaweb.org>**

Follow Us,

We're Connected:

[www.wibaweb.org](http://www.wibaweb.org)



**WIBA Website**

**Features**

*Courson & Associates*

*Peoria Radon Mitigation*

*Voorhees*

*Home Improvement*



**WIBA Dues**



October

**McConnell Cooling & Heating**

**Midwest Bank of Western Illinois**

**REMAX Preferred Properties-**

**Chris Pepmeyer**

