

COMPACT

2018 YEAR IN REVIEW



Provided in Partnership with:



In March of 2018, under the recommendations of the BN Advantage economic development strategy and the Workforce Development Task Force, the McLean County Chamber of Commerce filled the Manager for Workforce Development position, the first full time employee dedicated to creating and synchronizing workforce development initiatives in McLean County.

On March 15, 2018 the Board of Directors of the McLean County Community Compact, led by Dr. Barry Reilly, Superintendent of District 87, voted to merge with the McLean County Chamber of Commerce with the vision of the organization being the leader in workforce development activities for McLean County. Rebranded as COMPACT, the organization adopted its new by-laws and structure for the Board of Directors and COMPACT's structure.



The COMPACT Board is made up of a total of nine rotating board members with six ex-officio positions. Each of the nine members would serve on a staggered three year term that can be renewed up to three times, for a total service of nine years on the COMPACT Board of Directors. Voting members are selected to represent the six critical industries outlined by the BN Advantage economic development strategy.

In 2018 the Voting Members of the COMPACT Board of Directors were:

Term 1 (starting with a 1 year term and then eligible to renew for 2 (3) year terms):

1. Lee Getchius – Private Sector / Financial
2. John Whalen – Labor
3. Becky Hines - Non-Profit Representative

Term 2 (starting with a 2 year term and then eligible to renew for 2 (3) year terms):

1. Bob Miller – Private Sector / Healthcare
2. Kathy Nicholson Tosh – Independent / Education Consultant
3. Brad Hutchinson

Term 3 (starting with a full 3 year term and then eligible for renew for 2 (3) year terms):

1. Tony Coletta- Private Sector/ Healthcare
2. Rebecca Henderson – Private Sector/ STEM
3. Lynne Haeffele – Higher Education / Illinois State University

The six Ex-Officio and Voting Members were selected by virtue of their positions as leaders in education, providing critical support to workforce development initiatives and programs. The Ex-Officio and Voting Members in 2018 were:

1. Rob Widmer - President of Heartland Community College
2. Barry Reilly - Superintendent of District 87
3. Mark Daniel - Superintendent of Unit 5
4. Mark Jontry - Regional Superintendent of Schools
5. Charlie Moore - President of the Chamber of Commerce
6. Tom Frazier – Director, Bloomington Area Career Center

COMPACT Structure & Program of Work

The COMPACT Board of Directors, as stated above, is responsible for providing the strategic leadership and establishing the mission, vision, and goals for COMPACT. They also provide financial oversight and enforce accountability to the various committees and task forces that work under the COMPACT umbrella.



The COMPACT Council is the advisory arm COMPACT. Made up of key stakeholders that represent the BN Advantage industry sectors, education, higher education, and employers. This arm of COMPACT is responsible for the synchronization of workforce development initiatives, advising to the Board of Directors, and liaising with the various committees to ensure alignment to COMPACT goals and the effective use of resources.

To fulfill the program of work and to reach the goals of COMPACT, five committees were created. An overview of each committee's goals follows.

2018 Program of Work

In 2018 The COMPACT Board of Directors, under the advisement of the COMPACT Council adopted the COMPACT Program of Work Proposal for 2018.

The three (3) goals that were picked from the overall BN Advantage master strategic plan document that the Workforce Development Task Force identified as priorities included:

1. Improve communication and coordination between regional employers and education and training institutions to better prepare for the talent and skills needs of Bloomington-Normal's firms.
2. Achieve and sustain a strong business-education partnership at the K-12 level.
3. Increase private sector participation in and supporting of mentorship programs for K-12 students.

In addition to the goals stated above, the COMPACT Board of Directors also approved the following action items to be performed in support of the organization and its strategic objectives:

1. The development and creation of a COMPSACT Budge to be administered by the McLean County Chamber of Commerce.
2. A COMPACT Communication Plan that included the development of a [COMPACT Website](#) and [Newsletter](#)

COMPACT Committees & Programs of Work

COMPACT operates with five standing committees that execute the actions items set in the Program of Work to achieve COMPACT goals and objectives. Each of the committees has a Chair whom also serves on the COMPACT Council and often presents to the COMPACT Board to ensure a consistent flow of information.

EMPLOYER ENGAGEMENT – Seeking cooperation and partnership with representatives from business and industry as well as public workforce agencies to ensure that supporting experience, curricula and instruction are closely aligned with the labor market needs resulting in job placement and career success for students and employers in McLean County.

Previous identified areas of concentration included Mentorships/Internships, Project-Based Learning, Community Event participation/Talent and Skills Assessments.

2018 Identified Work Areas:

1. Inspire Platform acquisition, implementation and integration
2. External communication on the programs and projects that require employer support/participation
3. Creating and facilitating the COMPACT membership meeting agenda
4. Workplace training/Student retention
5. Employer training w/ specific outcomes related to employability skills

Employer Engagement

After much research and discussion surrounding the Inspire platform, the COMPACT Council advised that COMPACT discontinue pursuing a purchase of a standalone mentoring platform and turn focus to expanding the Content Provider Directory (CPD) developed through BN STEM. The CPD is a web based repository of engaged employers and organizations that we willing to provide career exploration and development opportunities to students in McLean County. Since its creation, the CPD has expanded to over 50 organizations and provides a wealth of career resources for students, parents, employers, and educators. The STEM Committee and Program Development and Alignment Committees have secured Leaders on Loan to expand the number of employers to 250 and to create a complementary web site that links the CPD to all six BN Advantage industry members.

In May of 2018, COMPACT submitted a report on the need for Essential Employability Skills (EES) in McLean County to Dr. Aime'e Julian, Director Illinois of the Center for Specialized Professional Support and received funding to support the development of an Essential Employability Skills Training Program for McLean County. In that same month, COMPACT commissioned Heartland Community College to develop the EES curriculum based upon employers' needs and the Illinois Community College Boards EES Framework. Heartland Community College completed the framework in June 2018 and it was accepted by the Board of Directors. The EES program consists of five modules, of four hours each, that address the soft skills needs for McLean County employers (<http://heartland.edu/continuingEd/eES.html>). Since then, COMPACT has been working in conjunction with HCC to market and form partnerships to promote and deliver this program. The pilot will run from January to May 2019.

In July of 2018, the Employer Engagement Committee established a Student Retention Task Force chartered to develop programming that supports the retention of McLean County talent that is currently in high school or college, or who has recently entered the workforce, and may be at risk for outward migration. The task force is working on marketing and programs that will demonstrate all that our region has to offer and promoted connection to the community. The first program will be an intern connection program that will pilot in June 2019.

PROGRAM DEVELOPMENT & ALIGNMENT – Identifying the means and materials with which students will interact for the purpose of achieving identified educational outcomes (education.com). For the BN Advantage, it's inclusive of the lessons and academic content relating to the needs identified and outlined by McLean County employers.

Previous identified areas of concentration included STEM, Career and Technical Ready needs and gaps, Alignment between employers and students/employees and Teacher up-skilling.

2018 Identified Work Areas:

1. Continue the curriculum evaluation and pathway development for the six (6) identified industries in the BN Advantage strategy
2. Evolve the talking points and employability skill examples for a PR campaign to be designed for students, teachers, parents and businesses
3. Work specifically with the ROE to engage in teacher workshops/institutes in districts throughout the County (all teachers, not just CTE) about the work they are doing as it relates to the BNA

Program Development & Alignment

The focus of the Program and Development Alignment Committee has been the execution and progress on a two year, \$14,000 Illinois 60x25 Grant to develop career pathways endorsements for McLean County schools. Under this program, school districts in McLean County will develop career pathways for students in specific career clusters. The programs will lay out what classes are available, but more importantly, will develop career exploration and work based learning opportunities for the students. In 2018, The Program Develop and Alignment Committee brought together District 87, Unit 5, Olympia HS, the Bloomington Area Career Center and Heartland Community College, as well as local employers, to begin the development of three BN Advantage career pathways: agriculture, information technology, and health services.

The Program Development and Alignment Committee is also working with District 214 (Arlington Heights) and Apple Inc to develop professional development opportunities for area teachers and counselors. The District 214 event will introduce area teachers to an evolved project/work based learning program and teach team them how to cultivate long term partnerships with local employers. The Apple program will assist STEM program managers in creating effective STEM engagement activities. Both programs will occur in the early part of 2019.

The Committee is also working with local high school and employers to develop career exploration opportunities. The committee and its members worked hand in hand to support the Bloomington Area Career Center 8th Grade Expo, a career exploration activity that provides hands on experience to over 1800 middle school students across the BACC area of service. This program is reinforced by classroom learning activities to help students begin the process of career exploration. This group also launched the College and Career Connection Expo for McLean County students. This is an industry focused

event that connects employers in a specific industry or career cluster to the students who are interested in that field. This year, the committee focused on information technology, finance, and health services, with over 75 local employers engaging with over 300 students from across the county.

PROGRAM EVALUATION & PROCESS IMPROVEMENT – Assessing evidence of workforce development success based on project goals, products and outcomes; analyzing metrics to continuously improve the effectiveness of project activities.

2018 Identified Work Areas:

1. Create and monitor the 1/3 year plan of action
2. Ensure the action plan is tied to the BNA Metrics
3. Work with MCRPC on the metrics and activities being monitored and reported
4. Provide reporting for communications both internal (*BNA*) and external (*Community and Investors*)
5. Understand the “so what” to ensure the work that’s being done has intentional outcomes

Program Evaluation & Process Improvement

This year the Program Evaluation and Process Improvement team focused on support the McLean County Regional Planning Commission with the development of BN Vitals (<http://mcplan.org/data-and-maps/bn-vitals-dashboard>), a dashboard of regional metrics that provide indicators of our economic and workforce health.

The Committee spent much time working on the development and refinement of committee and partner logic models. The intent of the logic models are to ensure alignment of COMPACT activities with our overall strategic goals and with BN Advantage. This year, the committee was able to update the COMPACT, Employer Engagement, and STEM logic models.

Finally, this year, the Committee provided advice to the development the Illinois 60x25 Network programs and initiatives, such as the [60x25 Dashboard](#), and other programs. By sharing this information, the committee is able to share best practices as we continue to refine our internal process and metrics.

COMMUNITY – Uniting public, non-profit, private, and philanthropic sector leaders to implement county-wide solutions that will move the needle on outcomes related to milestones along the cradle-to-career continuum for children in McLean County

Previous identified areas of concentration included Graduation Rates, Social/Economic Hurdles, Community Based Projects, Traditional Workforce Needs.

Community

The Community Committee is in its earliest stages of development. Led by United Way, the Committee seeks to fill in the gaps to address workforce issues that are faced by disadvantaged and at risk workers, such as transportation, child care, etc. This year, the members of this group had the added complexity of changing funding models and support plans. As a result, the group took the time to redefine their priorities and seek ways to align with community wide workforce development initiatives.

STEM – Key stakeholders are engaging with a defined portfolio of STEM initiatives that establish the county as a premier location for education and experiences in STEM, while creating a talent pipeline for new and existing local businesses.

2018 Identified Work Areas

- Increase/Provide STEM experiences for students to encourage thinkers and doers
- Create Co--ops of Innovation for target markets
- Extend 'Defined STEM' software access to all McLean County school districts
- Create learning networks at the subject and grade level for educators
- Provide professional development workshops in STEM related areas
- Provide access to a portfolio of STEM related resources to promote seamless integration across the curriculum
- Create inventory of all STEM related activities outside of formal STEM initiative
- Develop a communication plan to educate public around STEM related initiatives

STEM

STEM has had a very successful year supporting and creating STEM initiatives throughout McLean County and strengthening partnerships between educators and employers across the region.

STEM focused on expanding STEM opportunities to rural school districts to ensure access to the many opportunities available. This year they hosted 3 STEMposiums with Microsoft to expose students to robotics, electronics, and other technology focused areas. These events connect multiple STEM opportunity providers to 4th – 8th grade students in the rural schools

STEM is also a proponent of teacher professional development, offering opportunities to regional teachers. So far this year they have provided professional development to over 30 teachers by connecting them to employers and industry experts, providing real world scenarios to share in the classroom.

STEM also ensure that technology is being leveraged to expand content to students. They facilitated the donation of iPads to the Miller Park Zoo so they can offer programming to County schools who may not be able to afford the field trip for onsite classroom. They also facilitated the donation of Cisco Spark Boards to rural schools to enable the sharing of content and resources and to provide another

avenue to deliver content.

STEM has also create a SMARTShop that allows for donations to STEM activities that teachers can use as a resource. Teachers now have access to STEM kits that allow them to expand and sustain their ever growing STEM tool box.

The continued development and expansion of BNSTEM.org and the Content Provider Directory is an exciting development for STEM in McLean County. Selected as the engagement tool of choice by COMPACT, the CPD continues to grow and evolve to become the one stop shop for STEM and career exploration opportunities.

Finally, in partnership with Tri-Valley HS, Leroy HS, the BACC, and ISU, STEM has spearheaded the project to create a Cyber Academy at the BACC. This program is designed to introduce and develop student skills in cyber skills that are so in demand today. This program is still in development with the first class to start in 2019.

Leadership Transitions

In 2018 COMPACT saw changes in leadership. Long time COMPACT supporter and Board Chairman resigned upon accepting employment outside of McLean County. He was replaced by Tony Coletta, VP of Human Resources at Advocate BroMenn.

Rob Widmer, President of Heartland Community College, retired and is replaced by the new President, Keith Cornille.

Lee Getchius resigned as COMPACT Treasure. The position remains vacant.

Conclusion

2018 has been a significant year for COMPACT. It clearly established high marks for action and demonstrated a real commitment to addressing the workforce development needs of the region. 2018 set the stage for building stronger partnerships between educators, employers, and the community as well as expanding engagement across all of the stakeholders.