

STRENGTHENING AMERICA'S WORKFORCE IN LAKE COUNTY:

Ensuring Economic Stability and Opportunity



INTRODUCTION

Strengthening America's Workforce: The Future of Workforce Development

The Lake County Workforce Development Board (LCWDB) ensures that businesses have access to a skilled and competitive workforce, reducing hiring costs, filling critical positions, and strengthening industries. Workforce development is a direct investment in business success and regional economic stability. This report highlights the significant impact of these programs, including job placements, training opportunities, and business support initiatives. The data presented is an average of the last three years of program data, emphasizing the importance of continued investment. The potential loss of Workforce Innovation and Opportunity Act (WIOA) funding threatens increased unemployment and economic instability. Continued investment is crucial to maintaining the prosperity and resilience of our community.

LAKE COUNTY WORKFORCE DEVELOPMENT BOARD'S STRATEGY 2025-2029



Mission

To ensure a workforce equipped for today and prepared for tomorrow.

Vision

To be the leader of the Lake County workforce development system that produces a highly skilled workforce and powers the region's economic vitality and quality of life.

Key Imperatives	Data-Driven Objectives
Drive scalable, industry-led workforce solutions	Strengthen partnerships with key industries and small businesses, aligning talent needs with workforce initiatives.
	Drive economic and workforce growth through a seamless Lake County Workforce Ecosystem.
Create a culture of economic prosperity	Establish more service points and opportunities in all communities.
	Tailor programs to meet individuals at their unique starting points and empower all to succeed.
	Unify a strategic network of workforce partners.
Accelerate career pathways	Facilitate meaningful career and job exposure for high school students and young adults.
	Optimize investment in education, training programs and skill-building programs.
Foster excellence and accountability within a high-impact workforce board	Increase the Workforce Board's commitment in regional, state and national discussions.
	Drive continuous improvement to support sustainable growth and long-term financial stability.
	Empower the board to lead with greater impact and influence.

PROGRAM IMPACT

Job Center Services and Reach

Providing Comprehensive Support and Resources to Job Seekers, Partner Organizations, and Employers.



15,000

Annual Visitors of the Job Center



2,600

Annual Applications for Employment and Training Assistance and Grants



1,587

Job Postings for the Private Sector Annually

- **70 Municipalities in Lake County** utilize Job Center services.
- **900 Businesses served** annually.
- **30 Agency Partners** affiliated with the Job Center.
- **8 Kiosks deployed** within marginalized communities.

Employment and Training Outcomes

Highlighting the Essential Role of Workforce Programs in Job Placements, Training Opportunities, and Business Growth



36

Apprenticeships in 2024



17

Apprenticeship Sites Added in 2024



1,850

Individuals Trained in In-Demand Occupations Since July 2022

- **800 Individuals experiencing layoffs** and on unemployment insurance assisted annually.
- **50 Paid Work Experiences** established for manufacturing, professional services, and information technology.
- **500 Certifications/Degrees** received annually from job seekers.
- **400 Direct Hires annually** – over \$12 million in annual wages.
- **\$130,000+ Invested** in specialized support services.



ECONOMIC IMPACT

Financial Investments and Returns

Showcasing the Impact of Targeted Investments on Workforce Development and Economic Growth



\$1.3 Million

Spent Annually on Associate Degree and Certificate Industry Training



\$800,000

Business Incentives Invested Annually for Incumbent Training, Paid Internships, and On-the-Job Training



**\$25/Hour or
\$49,000**

Annual Wage of Workforce Clients



\$12 Million

Estimated Annual Wages from 400 Direct Hires

Impact on Workforce and Employers

Demonstrating the Success of Programs in Enhancing Employment Opportunities and Supporting Local Industries



88%

Trained Workers Remain Employed in Lake County's Key Industries, Reducing Turnover Costs for Businesses and Ensuring Long-Term Workforce Stability



\$400,000

Invested in Manufacturing and Production Training Opportunities Since June 2022



64%

Clients Are Low Income



60%

Clients are Basic Skills Deficient



67%

Employment Retention Rate for Clients

SOCIAL IMPACT

Empowering Every Individual and Engaging All Communities

Expanding Opportunities and Strengthening Community Bonds through Workforce Programs



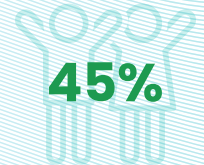
Justice Impacted, Veterans, and Individuals with a Disability Served Annually



Individuals Annually Assisted Are Justice Impacted



Clients Since June 2022 Are Adults Facing Employment Barriers



Services Assist Youth

IMPACT OF WIOA REAUTHORIZATION AND POLICY RECOMMENDATIONS

Reauthorizing and fully funding WIOA will strengthen businesses, enhance workforce stability, and drive economic growth. Continued investment in workforce programs ensures that employers have access to skilled workers, reducing hiring challenges and fostering long-term business success.

To protect and enhance workforce development in Lake County, we urge policymakers to:



- Fully fund WIOA programs to expand employer-driven training initiatives that help businesses remain competitive and adaptable.
- Ensure long-term workforce investments that provide businesses with a steady pipeline of skilled talent, reducing turnover and recruitment costs.
- Support industry-specific training programs that align with employer needs in manufacturing, healthcare, IT, and logistics—key drivers of economic success.
- Maintain funding for workforce infrastructure by investing in American Job Centers and supportive services that help businesses connect with qualified workers.

With WIOA reauthorization, businesses will experience greater stability, stronger workforce pipelines, and improved productivity. We welcome the opportunity to meet with policymakers to discuss how these investments will ensure long-term success for employers in Lake County and beyond.