

Advisor

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Fall 2010



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WeTRaIN

The Illinois Community College
Training Resource and Information Network



Training Strength!

Emerging Trends at Work

Changes in the way that people live, learn and work are driving these training trends:

Employers are seeking new options for e-learning, to make it possible for employees to learn what they need, when (and where) they need it, and through programs that can be easily customized and updated. 'Just in time' training and custom course 'menus' are becoming more common.

The emphasis on leadership development is increasing, as it becomes critical for older, more experienced managers to pass the torch to up and coming younger workers.

Training is playing a greater role in the push toward lifelong learning, as workers across all age groups consider both their current and their potential future skill needs.

In keeping with that, employer-sponsored training is becoming an expected offering rather than a benefit 'luxury'. Today's employers are often compared for the quality of their training opportunities.

Employers recognize that training both strengthens and rewards performance and they are using it to meet everyone's goals.



The Power of Personal Networking ...

Robert Westcott
Lake Land College
President, weTRaIN Network



Too often, an association can start looking like a collection of complete strangers. People belong and they may even participate, but they don't always connect with each other. In this age, where we are all so completely (and continuously) connected on an electronic level through smart phones or netbooks, it becomes even more important to reach out and shake some hands once in a while. Conferences and trade shows still exist because of the opportunities that they present to meet and interact with people, face to face.

weTRaIN (previously ICCEDA) has been around for more than 25 years. All of the founding members are now gone. Over the past five years, many new people have joined and we are more than 100 members strong.

The greatest benefit of **weTRaIN** membership is being able to tap into this peer network and learn from each other. Take full advantage of that opportunity.

The **weTRaIN** Fall Conference will have a networking theme, with activities that connect people. Be there to learn what it truly means to be part of a successful statewide network.

Network Report

Partnership Trains Installers for Solar Energy Industry

A cooperative effort between **Lewis & Clark College Corporate & Community Learning**, Madison County and the International Brotherhood of Electrical Workers Local 649 is training journeymen in the design, sizing and installation of solar photovoltaic systems. The program has trained more than 60 installers over the past year. Learn more at <http://tinyurl.com/LCsolarinstaller>



Industrial Training Center Offers Welder Training

Black Hawk College used a \$315,000 Critical Skills Shortage Initiative grant from the Illinois Department of Commerce & Economic Opportunity (DCEO) to develop a program that provides training to companies that want to improve the welding skills of their full-time employees. The college opened an Industrial Training Lab Extension Center in Moline as part of the effort. Learn more at <http://tinyurl.com/blackhawktrains>



Employees Embrace Company's Training 'College'

Kishwaukee College Center for Business Development and Continuing Education teamed up with management at The Suter Company in Sycamore to assess training needs and develop a 'Suter U' catalog of customized course offerings for employees. More than 85% of Suter's workforce signed up during the first term of the program for courses that were completed on their time. Learn about business training programs at <http://tinyurl.com/KCtrains>



Programs Teach Healthcare Career Skills

Parkland Community College Business Training is preparing workers for professional success in fast-growing healthcare-related careers, including work as a Certified Sleep Lab Technologist or as a Professional Pharmacy Technician. Open house events offer opportunities to learn more about both programs. Get the details at <http://tinyurl.com/parklandtraining>



The weTRaIN Executive Board includes:

President – Rob Westcott
Lake Land College

President Elect – Amy Murphy
Joliet Junior College

Past President – Jennifer Scheri
Illinois Valley Community College

Secretary/Treasurer – Paula Luebbert
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www.parkland.edu/businessstraining



Trend Report

Training Tools Get Social

Training development and delivery is continually evolving to meet the needs of the changing workplace. Millennials (born between 1977 and 1997) will make up nearly 50% of the workforce by 2015.

Their familiarity with video gaming and social networking tools like Twitter and Facebook has them looking for similar tools to learn with.

The American Society for Training and Development offers these predictions for how training will make the most of new social learning habits in the years ahead:

- Virtual simulations will take technical and management training to a new level of detail and interaction and virtual training events will begin to replace expensive labs and conferences. Workers will participate 'side by side' in these events with peers from around the world.
- By 2015, more people will connect to the Internet via a mobile device with real-time search capabilities than via a desktop PC. Learning will truly become 'just in time' and users will favor training that comes in 'bite-size' pieces.
- Governments will provide more incentives for retraining workers to smooth out bumps in economic cycles and keep unemployment numbers lower.
- Companies will be publicly rated and compared for their hiring, training and management styles on review sites like Yelp! Skill-building training programs will become competitive recruitment and hiring tools.

Read the full article at <http://tinyurl.com/astdTrends>



Putting It To Work

ARRA Grants Have Impact

Grants from the American Recovery and Reinvestment Act (ARRA) are helping **weTrain** members prepare Illinois workers for new responsibilities and greater productivity.



Harper College for Businesses is using ARRA funds to assist job seekers through its Capstone Project which provides career assessments, counseling and training in career readiness topics including computer skills, social media and business writing. Harper hopes to serve 900 northern Illinois job seekers.

Triton College's School of Continuing Education received ARRA grant funds to work with Navistar Engine Group at their Melrose Park facility. The project is training welders, carpenters, sheet metal workers and millwrights in a program designed with the company's employee union. Nearly 500 hours of customized training will be completed by the spring of 2011. Triton also partnered with Alberto Culver, Inc. for a ARRA manufacturing sector grant to improve competitiveness and prevent worker dislocation. The funds are being utilized to implement Lean Manufacturing, upgrade selected technology and provide training in critical areas for 800 workers.

Lake Land College and **Illinois Eastern Community College** received a joint ARRA grant to provide Manufacturing Reliability training and implementation assistance to employers in east-central Illinois. The program helps reduce downtime, improve planning and increase productivity in manufacturing environments. In 2008, Lake Land created Illinois' first Manufacturing Reliability Institute, which offers world-class consulting and training expertise and more than \$1 million in technical training equipment.

An ARRA grant at **Parkland Community College** will be used to train nearly 1,600 workers at eight area manufacturers and four local hospitals. Healthcare workers will learn how to facilitate hospital to hospital transfers. The manufacturing program will focus on providing Six Sigma quality improvement training at local businesses.

weTrain members throughout the state are working to prepare Illinois workers for economic recovery. Learn more about **weTrain** customized training and how to find your local **weTrain** training provider at <http://wetrainillinois.org>.

In the Spotlight

Company Recognized for Quality

Oxbow Midwest Calcining has worked with **Corporate and Community Services at Joliet Junior College** since 2006 to fulfill its training needs. That partnership has included ISO certification and, most recently, preparing for the challenging new 9001:2008 version.

Oxbow ISO and Shift Supervisor Matt Mirro worked with **JCC instructor Randy Hulina** to train 69 employees in groups of about 10 at a time. Mirro is also an instructor in the JCC petrochemical operator program.

In March 2010, Perry Johnson Registrars, Inc. recognized Oxbow Machining Calcining, Inc. for its outstanding performance in maintaining ISO 9001:2000 standards and for its dedication to quality management systems.

JCC has a track record for successfully training companies for ISO certification, including **Five Star Manufacturing, Hoffman Transportation** and **ITW**. Learn more about their programs at <http://tinyurl.com/jccQuality>



Find information on member colleges and resource links at: www.wetrainillinois.org.

Click [here](#) for a list of member colleges.

About weTrain

Envision a versatile and responsive statewide consulting group with the ability to tailor high quality, on-demand, just-in-time training to the specific needs of your business, healthcare, government or industry organization.

As the largest training provider in the state, The Illinois Community Colleges **weTrain** network serves nearly 2,000 firms each year through 48 training sites. Supported by 150 statewide representatives working in partnership with some of the nation's top training firms, **weTrain** provides easy and affordable access to world-class training, resources, and support services.

weTrain Fall Conference

November 17, 2010

Holiday Inn Conference Center • Tinley Park, IL

PARKLAND COLLEGE



Fiscal Year 2010 Results

Parkland College Business Training provided 172 contracted classes for 2,562 participants between July 1, 2009 and June 30, 2010!

Those 2,500+ employees came from various industries, such as manufacturing, service, healthcare, education, agriculture, financial, housing/real estate, non-profit, government, and more.

In addition, 179 public classes were offered training 1,181 participants from even more industries!

We appreciate the support of local employers who have made us a part of their business success. Parkland College Business Training is proud to be a resource for your Human Capital development needs!

What did we train people to do?

While there are too many topics and outcomes to list, Business Training helped local companies enhance their employee's **leadership** skills to:

- Identify their communication style and those of co-workers to build better relationships within work teams
- Manage time & priorities to accomplish more without added staff, equipment, office space, etc.
- Save time by managing the flow of off-track conversations
- Conduct constructive feedback conversations that improve performance
- Deliver recognition to sustain and encourage top performance
- Conduct focused conversations that result in professional development growth
- Organize thoughts with a focus on addressing the needs of their listeners and achieving their objectives
- Successfully manage unproductive reactions when dealing with team issues
- Identify behaviors that can fragment a team and negatively impact productivity
- Demonstrate a set of key actions for resolving conflict within a team
- Identify the qualities and guidelines for creating leaders at every level of an organization

Start planning for next year's training using the ETIP Grant!

If you would like to provide training to your staff in 2011 and receive a 50% DCEO grant reimbursement through the Employer Training Investment Program (ETIP) grant, please contact Joe Streit at Parkland College Business Training. Phone: 217.353.2103; E-mail: jstreit@parkland.edu

Need Customized Training?

Any class can be personalized to fit your unique needs.

We offer courses to help with

- Leadership & Supervisory Skills
- Safety in the Workplace
- Computers
- Quality Improvement
- Languages
- Continuing Education
- Professional Certifications
- Green Technologies
- And much more.

If you have a problem in the workplace that can be modified through appropriate training, Parkland College Business Training can help.

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