

Electrical Workers Trades Program

IBEW Local 364, located in Rockford, IL is a labor union representing professional electrical workers in Northern Illinois. They train and provide skilled electricians for construction and maintenance, focusing on safety and high-quality work in counties like Winnebago, Boone, and DeKalb.

Goodwill Industries is a local nonprofit organization headquartered in Rockford, IL that serves 18 counties in Northern Illinois and the Wisconsin Stateline Area. Goodwill provides training and support services including a Building and Construction Trades program that works with the local trade unions to help individuals learn foundational math, construction, and building skills and apply to and work in the trades.

Many young adults who want to get into the Electrical trade lack the math skills, as well as necessary soft skills and understanding of the application process. This 8 week program will work with young adults and provide guidance in understanding and navigating the process, enhancing soft skills and necessary reading and critical thinking skills needed, and completing the IBEW math program, which meets the criteria for math requirements for the application process.

Key components of the program to be held in Fall 2026:

- 8 weeks in length, 2 nights per week for 4 hours per night = 64 hour program
- Each week =
 - One night focused on math program with IBEW
 - One night focused on reading comprehension and soft skills with Goodwill team
- Program goal = to better prepare individuals for IBEW application process including completion of the math module to satisfy application requirement
- Eligibility =
 - 8th grade math and reading level,
 - High School Diploma or GED,
 - Lives in the city of Rockford,
 - 17-25 years old
 - Has Driver's license or able to get it with Goodwill assistance
- Students will be paid \$15/hour for all class time = \$120/week and \$960/program
- Students will earn a \$250 bonus if the following 2 conditions are met:
 - They complete the full 8 weeks and graduate
 - Complete IBEW Apprenticeship application and take the aptitude test

- Additional support and coaching can be provided for students to include transportation help, assistance getting transcripts, etc.
- 70% of enrolled students should be minorities and/or women
- Goodwill will be responsible for reviewing all applications and selecting candidates for the program
- Goodwill will be on site for all classes to help students with any support needs or additional tutoring support.
- Students will have assistance applying to IBEW 364 including help with any fees for applications.
- Students who are not accepted into IBEW 364 will be able to attend an expo with other trades to learn about opportunities and obtain assistance applying.

Curriculum Modules include:

Week	Tuesday	Thursday
Pre-class orientation	Introduction to the Program, expectations, paperwork completed for stipend and other requirements (can be any day)	N/A
Week 1	Tour of the training center, introduction to math program and login, walk through expectations for completion rate	Tools and materials – Safety with tools and materials Safety at work Walkthrough for safety at training center
Week 2	Math program work with IBEW	Expectations at work -- Understanding of employers' expectations in regard to attendance, punctuality, behavior and attitude on the job Understanding of the employment contract – what you will bring to work and what the employer will provide Understanding how to advocate for your needs Learn to complete and interpret a timecard properly

Week 3	Math program work with IBEW	Ethics and teamwork – Self-awareness of ethics and boundaries Awareness of your effect on others in your team
Week 4	Math program work with IBEW	Critical thinking and conflict resolution - Understanding how to analyze and interpret information Understanding of how to handle conflict effectively at work Learn to review employment handbooks and understand content
Week 5	Math program work with IBEW	Communicating clearly – Understanding different methods of communication Understanding the differences in Communication with peers vs. communication with supervisors How to handle conflict effectively at work
Week 6	Math program work with IBEW	Interviewing and employment docs – Understand how to prepare for an interview, elevator pitches Ability to understand and complete employment paperwork Complete tax paperwork for employment
Week 7	Math program work with IBEW	Interview prep. Complete a mock interview and panel interview
Week 8	Math program work with IBEW	Test Prep & Test

Completion ceremony	Ceremony and completion certificate given
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Costs for the program

Item	Cost per student	Number of students	Notes	Total
Stipends for students for 64 hours each	\$960.00	30	\$15/hour for students for all class time	\$28,800.00
Completion bonus for applying to trade	\$250.00	30	\$250 bonus for completion which includes applying to the trade program	\$7,500.00
Barrier reduction costs (help with Driver's license, application fees, transportation, steel toe boots, other)	250	30	\$250 max per student, some may use all, some may use very little	\$7,500.00
Program materials for Goodwill	250	30	Workbooks, tools for students to use	\$7,500.00
Program materials for IBEW including math program access	200	30		\$6,000.00
Staffing costs for Goodwill staff			4 staff including Intake to create, screen applicants and do all assessment testing, Case Manager and Program Instructor to be at all classes, Program Manager to help guide and oversee program and fringe for all positions	\$27,872.00
TOTAL				\$85,172.00