

**AGREEMENT #26153-3
FOR PROFESSIONAL SERVICES
For LAKE COUNTY**

This Agreement for Professional Services (“**Agreement**”) is between the County of Lake (“**County**”) and North Chicago Community Unit School District 187 (“**Consultant**”), whose principal business address is 2000 Lewis Ave. North Chicago, IL 60064.

RECITALS

1. Lake County issued an RFP seeking WIOA In-School Youth Career Readiness and Work-Based Learning.
2. Consultant responded timely with a proposal dated March 23, 2026.
3. Based on Consultant’s Proposal, the County and Consultant have negotiated terms under which Consultant will perform the Services.
4. To memorialize the terms and conditions under which Consultant will perform the Services, the parties have drafted this Agreement.

In light of the foregoing, Lake County and Consultant agree as follows:

SECTION 1. AGREEMENT DOCUMENTS

The documents that encompass the parties’ understanding are listed below and shall be considered in the following order of precedence, with the Consultant’s proposal or the RFP supplying terms or specifications only where not superseded by the terms or specifications contained in this Agreement.

1. This Agreement and its Exhibits A-C.
 - a. Exhibit A: Executive Summary and Scope of Work, dated March 23, 2026
 - b. Exhibit B: WIOA Performance Indicators and Measures, dated March 23, 2026
 - c. Exhibit C: Budget Narrative, dated March 23, 2026
2. Consultant’s proposal dated March 23, 2026.
3. The County’s RFP (including any addenda to it).

SECTION 2. SCOPE OF WORK

The scope of work that Consultant agrees to perform is set forth in Exhibits A and B.

SECTION 3. EFFECTIVE DATE; TERM

This Agreement shall be in effect upon execution through June 30, 2027. Lake County reserves the right to renew this contract for four (4) additional one (1)-year period(s), subject to

acceptable performance by the contractor. At the end of any contract term, Lake County reserves the right to extend this contract for a period of sixty (60) days for the purpose of getting a new contract in place. For any year beyond the initial year, this contract is contingent on acceptable performance by the contractor and appropriation of sufficient funds; no charges shall be assessed for failure of the County to appropriate funds in future contract years.

Effective Date. Unless a different effective date is provided above, this Agreement will become effective when all of the parties have signed it, and the date this Agreement is signed by the last party to sign it (as indicated by the date associated with that party's signature) will be deemed the "Effective Date" of this Agreement. If a party signs but fails to date a signature, the date that the other party receives the signing party's signature will be deemed to be the date that the signing party signed this agreement, and the other party may inscribe that date as the date associated with the signing party's signature.

SECTION 4. AGREEMENT PRICE

The County will pay Consultant not-to-exceed fee of \$138,000 for deliverables identified in the Scope of Work in Section 2 above, at the proposed prices denoted in Exhibits C and D, and will invoice the County not more than once per month based upon the actual expense reimbursement.

SECTION 5. INVOICES & PAYMENT

- A. At the start of this Agreement, the County will issue a purchase order for the work and Consultant shall submit invoices detailing the products and services provided and identify the purchase order number on all invoices.
- B. Consultant shall maintain records showing the actual time its employees and agents devoted to the project, and the costs incurred. Consultant shall permit a representative from Lake County to inspect and audit all of Consultant's data and records for the work and services provided under this Agreement. Consultant shall make these records available at reasonable times during the Agreement period and for one year after the end of the Agreement.
- C. All payments shall be made in accordance with the Illinois Local Government Prompt Payment Act, which generally requires approval of a Consultant's bill within 30 days of receiving the invoice for the services contained in it, and payment within an additional 30 days (50 ILCS 505/1 *et seq.*).
- D. Lake County's fiscal year ends on November 30. Invoices for services the Consultant has rendered up until November 30 of each year must be received by Lake County on or before January 15 of the subsequent calendar year.

Other than the timeframe for payments related to the end of Lake County's fiscal year,

as stated above, Lake County shall not be held financially liable for payment of any services rendered if the invoice for such services is not sent to the County within 90 days from the date the services were provided.

If this Agreement is terminated prior to its expected expiration date, the Consultant must submit all invoices to Lake County no later than 30 days after the effective date of the termination.

Payment for invoices received beyond the time periods in this subsection will be denied, absent an agreement to the contrary. Failure of the Consultant to invoice the County in the timeframes noted in this section shall constitute the Consultant's waiver of the Consultant's right to payment.

SECTION 6. CONTRACT MODIFICATIONS

In the event changes to the scope of the project or additional work become necessary or desired (a "Modification"), the parties shall follow the procedures set forth in this Section to memorialize the modification (a "Contract Modification"). A Contract Modification shall be effective only if documented in writing, dated and signed by both parties, and expressly referencing this Agreement. The Contract Modification shall set forth in detail: (i) the Modification requested, (ii) the reason for the proposed Modification; (iii) the cost of the Modification; and (iv) the Modification's impact on the time for completing the project.

In the event either party desires a Modification, the Project Manager for such party shall submit to the other party's Project Manager a proposed Contract Modification. If the receiving party does not accept the Contract Modification in writing within 10 business days, the receiving party shall be deemed to have rejected the Contract Modification. If the parties cannot reach agreement on a proposed Modification, Consultant shall nevertheless continue to render performance under this Agreement in accordance with its (unmodified) terms and conditions.

Modifications that involve or increase in the amounts payable by the County may require execution by the County Purchasing Agent. Some increases may also require approval by the County Board. In cases where the Purchasing Agent's signature is required, or where County Board approval is needed, the Contract Modification shall not be deemed rejected by County after 10 days if the County's Project Manager has indicated in writing within the 10-day period an intent to present the Contract Modification for appropriate signature or approval.

SECTION 7. INDEMNIFICATION

Consultant agrees to indemnify and defend Lake County (its employees, elected officials, executives, and agents) from all claims, actions, demands, judgments or liabilities, fines, penalties, and expenses, including without limitation reasonable legal fees and expert costs, arising out of this Agreement and arising from the Consultant's (its employees', executives', and agents') actions, whether negligent, reckless, or intentional. Lake County shall provide notice to

Consultant promptly of any such claim, suit, or proceeding, and will assist Consultant, at Consultant's expense, in defending any such claim, suit, or proceeding.

SECTION 8. INSURANCE

The Consultant must obtain, for the Contract term and any extension of it, insurance issued by a company or companies qualified to do business in the State of Illinois with an A.M. Best Rating of at least A and provide the County with a Certificate of Insurance 15 days before the start of the project, and thereafter annually upon each renewal date for contracts/projects that will last more than one year. Insurance in the following types and amounts is necessary:

Commercial General Liability Insurance

In a broad form on an occurrence basis shall be maintained, to include, but not be limited to, coverage for property damage, bodily injury (including death), personal injury and advertising injury in the following coverage forms where exposure exists:

- Premises and Operations
- Independent Contractors
- Products/Completed Operations
- Liability assumed under an Insured Contract/ Contractual Liability
- Personal Injury and Advertising Injury

With limits of liability not less than:

\$ 1,000,000 Each Occurrence

\$ 1,000,000 Products-Completed Operations

\$ 1,000,000 Personal and Advertising injury limit

\$ 2,000,000 General aggregate; the CGL policy shall be endorsed to provide that the General Aggregate limit applies separately to each of the Consultant's projects away from premises owned or rented to Consultant.

Excess/ Umbrella Liability

The Consultant's Excess/ Umbrella liability insurance shall be written with the umbrella follow form and outline the underlying coverage, limits of insurance will be based on size of project:

\$ 2,000,000 per occurrence limit (*minimum*)

Automobile Liability Insurance

Automobile liability insurance shall be maintained to respond to claims for damages because of bodily injury, death of a person, or property damage arising out of ownership, maintenance, or use of a motor vehicle. This policy shall be written to cover any auto whether owned, leased, hired, or borrowed.

The Consultant's auto liability insurance, as required above, shall be written with limits of insurance not less than the following:

\$ 1,000,000 Combined single Limit (Each Accident)

Workers Compensation (Coverage A) and Employers Liability (Coverage B)

Workers Compensation Insurance covering all liability of the Consultant arising under the Worker's Compensation Act and Worker's Occupational Disease Act at limits in accordance with the laws of the State of Illinois. Employers' Liability Insurance shall be maintained to respond to claims for damages because of bodily injury, occupational sickness, or disease or death of the Consultant's employees, with limits listed below:

Employers Liability

- a) Each Accident \$1,000,000
- b) Disease-Policy Limit \$1,000,000
- c) Disease-Each Employee \$1,000,000

Such Insurance shall contain a waiver of subrogation in favor of Lake County.

County, acting at its sole option, may waive any of the foregoing insurance requirements upon a request to do so, but no waiver shall be effective unless made in writing. Such waiver may include or be limited to a reduction in the amount of coverage required above. The extent of waiver shall be determined solely by County's risk manager taking into account the nature of the work and other factors relevant to County's exposure, if any, under this agreement.

Liability Insurance Conditions

Consultant agrees that with respect to the above required insurance:

- a) The CGL policy shall be endorsed for the general aggregate to apply on a "per Project" basis;
- b) The Consultant's insurance shall be primary & non-contributory over Lake County's insurance in the event of a claim.
- c) Consultant agrees that with respect to the above required insurance, Lake County shall be named as additional insured, including its agents, officers, and employees and volunteers and be provided with thirty (30) days' notice, in writing by endorsement, of cancellation or material change. A blanket additional insured ISO endorsement is preferred for Consultants who have multiple projects with the County.
- d) Lake County shall be provided with Certificates of Insurance and should include the appropriate corresponding ISO form endorsements evidencing the above required insurance, prior to commencement of this Contract and thereafter with certificates evidencing renewals or replacements of said policies of insurance at least thirty (30) days prior to the expiration of cancellation of any such policies. No manuscript endorsements will be accepted. Any hard copies of said Notices and Certificates of Insurance and Endorsements shall be provided to:

Lake County

**Purchasing Division
18 N. County 9th Floor
Waukegan, Illinois 60085**

- e) **Electronic copies of Notices, Certificates of Insurance and Endorsements can be emailed to Purchasing@lakecountyil.gov in place of hard copies.**

Failure to Comply: In the event the Consultant fails to obtain or maintain any insurance coverage required under this agreement, Lake County may purchase such insurance coverage and charge the expense to the Consultant.

SECTION 9. INDEPENDENT CONTRACTOR; LICENSURE OR CERTIFICATIONS; KEY PERSONNEL

- A. **Independent Contractor Status.** The parties intend that the Consultant will be an independent contractor.
- B. **Licensure or Certifications.** If required by law, the Consultant must at all times be and remain licensed or certified as a qualified provider of the services provided in this Agreement. Consultant shall submit copies of the required licenses or certifications upon the County's request. Consultant shall promptly notify County in writing of any citation Consultant receives from any licensing or certification authority, including all responses and correction plans.
- C. Where the parties have identified particular individuals as being critical to a project ("Key Employees"), then Consultant shall not replace Key Employees without the County's prior written consent, which shall not be unreasonably withheld. Should Key Employees be reassigned, become incapacitated, separate from the Consultant, or be otherwise unable to perform the functions assigned to them, Consultant shall (i) within 10 business days, temporarily replace the person with another properly qualified employee and (ii) within 30 calendar days, permanently replace the person.

Lake County shall have the right to request that Consultant replace Key Employees from the project by setting forth in writing the grounds for the request. Consultant shall have a reasonable time period in which to address the grounds or make a substitution.

- D. Consultant shall complete its obligations under this Agreement in a sound, economical and efficient manner and in accordance with this Agreement and all applicable laws. Consultant agrees to notify Lake County immediately whenever it is unable to comply with applicable State, Federal, or local laws, rules and regulations. Where non-compliance materially impairs the Consultant from performing the services under this Agreement, the County may terminate the Agreement for cause.

SECTION 10. DISPUTE RESOLUTION

All issues, claims, or disputes that the Consultant raises or makes related to this Agreement shall, if not satisfied through less formal means, first be resolved in accordance with the Contract Disputes provision of the Lake County Purchasing Ordinance, § 33.097. The Consultant agrees that it may seek additional remedies only after the process set forth in § 33.097 is complete.

SECTION 11. NO IMPLIED WAIVERS

Waivers of a term or condition of this Agreement shall be in writing, and that writing must describe the circumstances giving rise to the waiver. The parties intend that no waiver of any term or condition shall be deemed or construed as a waiver of any other term or condition of this Agreement, and waiver of any breach shall not be deemed to be a waiver of any subsequent breach, whether of the same or a different provision of this Agreement.

SECTION 12. SEVERABILITY

If any provision of this Agreement is unenforceable to any extent, the remainder of this Agreement (or application of that provision to any persons or circumstances other than those as to which it is held unenforceable) will not be affected by that unenforceability and will be enforceable to the fullest extent permitted by law.

SECTION 13. JURISDICTION, VENUE, CHOICE OF LAW AND PROFESSIONAL STANDARDS

This Agreement shall be governed by and construed according to the laws of the State of Illinois. Jurisdiction and venue shall be exclusively found in the 19th Judicial Circuit Court of Lake County, Illinois.

SECTION 14. NOTICES AND COMMUNICATIONS

All notices and communications which may be given by Lake County to Consultant relative to this Agreement shall be addressed to the Consultant at the address shown herein below:

2000 Lewis Ave. North Chicago, IL 60064

Copies of any notices and communications which propose to modify or terminate this Agreement shall be provided to: Lake County Purchasing Division, 18 North County Street, 9th Floor, Waukegan, Illinois 60085-4350; Attention: Purchasing Agent.

SECTION 15. ASSIGNMENT, ALTERATIONS AND MODIFICATIONS

This Agreement shall not be assigned, delegated, or modified without the express written consent of both parties. This Agreement supersedes all other agreements, oral or written, between the parties with respect to the subject matter of this Agreement.

If Lake County agrees that the Consultant may assign, delegate, or subcontract the work under

this Agreement, Consultant shall remain contractually liable to Lake County unless otherwise agreed in writing.

SECTION 16. TERMINATION

Lake County reserves the right to terminate this Agreement as set forth below.

a. Termination for Convenience:

Lake County reserves the right to terminate this Agreement, or any part of this Agreement, with or without cause, upon 30 days' written notice. In case of such termination, Consultant shall be entitled to receive payment from Lake County for work completed to the date of termination in accordance with the terms and conditions of this Agreement.

b. Termination Due to Material Breach:

In the event that this Agreement is terminated due to the Consultant's material breach, Lake County shall be entitled to purchase substitute items or services elsewhere and charge Consultant with losses the County incurs, including attorney's fees and expenses, notwithstanding any damage limitations the parties may agree to elsewhere.

c. Termination Due to Lack of Appropriations:

If sufficient funds are not appropriated by the Lake County Board to continue the services under this Agreement, then Lake County may terminate this Agreement. Lake County agrees to give written notice of termination to Consultant at least 30 days prior to the end of the last fiscal year for which appropriations were made. Lake County shall remit payment for all work completed and approved or accepted by the County, to the date of termination. Termination under this subsection shall not entitle the Consultant to contractual damages of any kind.

d. Termination Due to Force Majeure Events:

(i) If a Force Majeure Event prevents a party from complying with any one or more obligations under this agreement, that inability to comply will not constitute breach if (1) that party uses reasonable efforts to perform those obligations, (2) that party's inability to perform those obligations is not due to its failure to (A) take reasonable measures to protect itself against events or circumstances of the same type as that Force Majeure Event or (B) develop and maintain a reasonable contingency plan to respond to events or circumstances of the same type as that Force Majeure Event, and (3) that party complies with its obligations under section 16(d)(iii), below.

(ii) For purposes of this agreement, "Force Majeure Event" means, with respect to a party, any event or circumstance, whether or not foreseeable, that was not caused by that party and any consequences of that event or circumstance.

(iii) If a Force Majeure Event occurs, the noncomplying party shall promptly notify the other party of occurrence of that Force Majeure Event and may terminate the Agreement based on it, with an obligation to pay only for services performed prior to the Force Majeure Event.

SECTION 17. APPLICABILITY OF “SUNSHINE” LAWS

Both parties acknowledge that Consultant’s documents and dealings related to this Agreement are subject to the Illinois Open Meetings Act (5 ILCS 120/1 *et seq.*) and the Illinois Freedom of Information Act (5 ILCS 140/1 *et seq.*). Consultant agrees to comply with all pertinent federal and state statutes, rules and regulations and County ordinances related to confidentiality.

SECTION 18. WORK PRODUCT

All work product prepared by Consultant pursuant to this Agreement, including, but not limited to, policies, reports, analysis, plans, designs, calculations, work drawings, studies, photographs, models, and recommendations shall be the property of Lake County. Consultant shall deliver the work product to Lake County upon completion of Consultant’s work, or termination of the Agreement, whichever comes first. Consultant may retain copies of such work product for its records; however, Consultant may not use, print, share, disseminate, or publish any work product related to this Agreement without the consent of Lake County.

SECTION 19. PRESS/NEWS RELEASES

Consultant may not issue any press or news releases regarding this Agreement without prior approval from Lake County. Consultant shall provide notice to Lake County’s Chief Communications Officer if contacted by the media regarding the services set forth in this Agreement.

SECTION 20. DEBARMENT AND SUSPENSION

The Lake County Purchasing Ordinance § 33.125 through 33.126 defines the County’s Authority and Decision to Debar.

The Consultant certifies to the best of his or her knowledge and belief that the Consultant:

- A. Is not presently debarred, suspended, proposed for debarment, declared ineligible or voluntarily excluded from covered transactions by any Federal department or agency.
- B. Has not within a 3-year period preceding this contract been convicted of or had a civil judgment rendered against it for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain or performing a public (Federal, State, or local) transaction; violation of Federal or State antitrust statutes or commission of

embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statement, or receiving stolen property;

- C. Is not presently indicted or otherwise criminally or civilly charged by a governmental entity (Federal, State, or local) with commission of any of the offenses enumerated in paragraph (b) of this certification; and
- D. Has not, within a three-year period preceding this contract, had one or more public transactions (Federal, State, or local) terminated for cause or default.

Consultant agrees that, during the term of this Agreement, Consultant shall report to the County's contract administrator, within 10 days, any allegations to or findings by the National Labor Relations Board (NLRB) or Illinois Labor Relations Board (ILRB) that Consultant has violated a statute or regulation regarding labor standards or relations. If an investigation by the County results in a final determination that the matter adversely affects Consultant's responsibilities under this Agreement, then the County may terminate this contract.

SECTION 21. NON-DISCRIMINATION

During the term of this agreement, Consultant agrees to and shall comply with (1) the Equal Opportunity Employer provisions of Section 2000e of Chapter 21, Title 42 of the United States Code and Federal Executive Order Number 11246, as amended by Executive Order 11375, and (2) Chapter 33 of Title III of the Lake County Code of Ordinances (titled "Purchasing").

Signed:

COUNTY OF LAKE

By: _____
Its Purchasing Agent

Date: _____

**NORTH CHICAGO COMMUNITY UNIT SCHOOL
DISTRICT 187**

By: _____
Its

Date: _____

Exhibit A
Executive Summary and Scope of Work

DRAFT

BID/RFP No. RFP #26153

Business Name: North Chicago Community Unit School District 187

Address: 2000 Lewis Ave., North Chicago

Lake County

ATTN: PURCHASING DIVISION

18 N. County Street – 9th Floor

Waukegan, IL 60085-4350

Buyer: Matt Finstein

Bid/RFP Description:

Workforce Innovation and Opportunity Act (WIOA) In-School Youth Career Readiness and Work-Based

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Cover Page and Executive Summary

The NCCHS Work-Study Program prepares high school seniors for successful transitions to postsecondary education, military service, or employment through structured career readiness training and real-world workplace experiences. Entering its seventh year, the program served 43 students during the 2025–2026 school year. For 2026–2027, NCCHS plans to enroll 40 on-track seniors, with this grant supporting 35 students while the district funds an additional five participants.

During the first semester, students participate in the Work-Study Course as part of their regular school schedule. The course focuses on career exploration and professional skill development through activities such as resume writing, job applications, mock interviews, company tours, and job shadowing with local industry partners. Students also complete career assessments, apprenticeship awareness training, financial literacy units, and FAFSA preparation while earning stipends tied to program milestones.

In the second semester, students who successfully complete the course participate in Workplace Experience placements with local employers for four hours per week during the school day, with transportation provided. Host companies represent a variety of industries including education, healthcare, information technology, finance, nonprofit services, and public service. Students also attend a seminar class where they reflect on their experiences, engage with guest speakers, and complete an industry challenge project focused on solving a real workplace issue.

The program aims to strengthen career readiness and long-term success for participating students. NCCHS expects that **98% of Work-Study participants will graduate from high school, and at least 75% will enroll in postsecondary education, join the military, or obtain employment within 12 months of graduation**, ensuring students leave high school with the skills, experience, and confidence needed for their next steps.

Funding from this grant will support the salary for the Work-Study Coordinator, Microsoft training, transportation to and from worksites, and stipends to the Work-Study participants.

Program Design

Summary of Program Design

The Work-Study program at NCCHS just completed its 6th full year of implementation. During the 2025-26 school year, forty-three (43) students were enrolled in the program and forty-two (42) students participated in the second semester Workplace Experiences. **For the 2026-27 school year, the goal is to enroll forty (40) ontrack seniors for the Work-Study program. This grant will support 35 students and the district is committed to providing funding for 5 more students.**

During regular school hours as part of their high school schedule, enrolled students take a one semester course (called *Work-Study Course*) during the first semester where many of the pre-work training and program elements are implemented. An important component to the first semester course is industry exposure and interest assessment to plan for successful placements in the second semester. Throughout the *Work-Study Course*, the students will have the opportunity to participate in various work-based learning activities. These experiences will be provided by various industry partners. These activities will include job application preparation, resume writing, mock interviews, job shadows, and company tours. Students will, at minimum,

complete two mock interviews, two job applications, two drafts of a resume. Students will receive two \$500 stipends as they complete requirements in this category. One stipend will be paid out at the end of the 1st quarter and the second will be paid out near the end of the second quarter of school. For non work-based learning activities, students will participate in career inventory surveys, apprenticeship awareness training, FAFSA education and completion and the financial literacy units. Students will receive one \$500 stipends as they complete requirements in this category which will be paid out near the end of the third quarter.

Students who successfully complete the *Work-Study Course* are placed in *Workplace Experience* in the second semester. During this portion of the program, students go to the jobsites two (2) days a week for a total of four (4) hours per week. This work place experience takes place during the school day hours and we provide transportation. Twelve (12) different companies (representing the following industries: education, warehouse/ distribution, information technology, automotive, nonprofit, public service, community outreach, art, medical research, finance, library and healthcare) hosted students.

When students are not at their workplace they are participating in a seminar class where they continue to build their job skills and learn from each other's experiences. We also have speakers from various companies visit and engage with the students so they can learn about even more industries. The students complete an industry challenge project where they problem solve an issue they see in their workplace setting or another they learn about through research and put together a change proposal.

Outcome Goals

1. 98% of students enrolled in the work study program will graduate from high school.
2. 75% of students who complete the work study program will either be enrolled in post secondary education, join the military, or become gainfully employed within 12 months.
3. At least 35 students will enroll and complete the work study program successfully.

Timeline for Program Implementation

- Recruitment begins freshman year where the coordinator informs all the students of the work study opportunity that will be available to them as seniors and the requirements for eligibility.
- Information continues to be communicated to parents and students during sophomore and junior years.

Timeline for program cycle during a school year

- August-November

- Senior students engage in Work Study Course and take pre-assessment of skills
- Contact initiated and sustained with students who graduated the previous year
- Completion of monthly case notes
- November-December
 - Two way ongoing communication established with placements
 - Matching occurs for students and employees
 - Continue check-ins with graduated students
 - Completion of monthly case notes
 - Parents sign permission slip for workplace participation and transportation
- January
 - Work study program begins for the field work
 - Presentations to current junior class
 - Recruitment and enrollment of rising seniors
 - Completion of monthly case notes
- February- March
 - Work study program 1st check in with employers
 - Recruitment and enrollment continues of rising seniors
 - Hold parent meetings for rising seniors who will be participating in the program
 - Completion of monthly case notes
- April- May
 - Secure commitment letters from rising senior participants
 - Work study program 2nd & 3rd check ins with employers
 - Post- assessment given
 - Graduation for currently enrolled seniors
 - Data collection finalized from previously graduated students
 - Completion of monthly case notes

Support for Graduation

Through this program, students develop a strong understanding of what they want their future career or pathway to be. They build confidence and real life skills that lead to a more focused student. Students who completed the Work-Study program in the past have been 100% successful at obtaining a high school diploma.

Increased Access to Career Pathways

During both semesters, students are exposed to a variety of industries in multiple forms- speakers, discussions with peers in different environments, and through course work. Students also complete interest and aptitude surveys to identify their desired career. In addition to the Work-Study program, each senior develops an individualized post secondary plan with a Career

Navigator. This thorough study of industries and work with Career Navigators opens up increased pathways to careers.

Career and self-assessments, Labor market research, modes of exposure to targeted industries

Career and self assessments

During the 1st semester of the Work-Study class, students will complete two different assessments using the website Illinois Worknet (<https://www.illinoisworknet.com/>).

1. **Career Cluster Inventory** Description: *The Career Cluster Inventory helps you think about activities that you like and matches them to career clusters. Learning more about your interests and how they fit with clusters is one way to find a career you will enjoy!*
2. **Interest Profiler** Description: *The Interest Profiler helps you identify your interests and how they relate to careers you may want to explore. Connecting interests to careers is one way to find a career you will enjoy!*

Individual student results are reviewed and the Work-Study Coordinator meets with each student to discuss how these results are related to postsecondary goals.

Labor Market Research Techniques

The Website O*Net Online (<https://www.onetonline.org/>) is utilized to complete a labor market of the career(s) that the student is planning on pursuing after graduation. The learning objectives for this activity are:

- Define key labor market terms
- Interpret basic labor market data
- Identify trends in employment and wages
- Draw simple conclusions from data
- Complete a labor market analysis for a career of their choosing
- For the specific career that the student is considering, O*Net Online will be used to determine typical TASKS related to this career, TECHNOLOGICAL SKILLS related to this career, WORK ACTIVITIES related to this career, EXPERIENCE related to this career, TRAINING & CREDENTIAL opportunities in the area, and RELATED OCCUPATIONS that they may consider.

Modes of Exposure to Targeted Industries

The Work-Study course is an elective offered to Seniors at North Chicago Community High School who want to gain skills and knowledge related to a successful transition to the workforce. This course provides job readiness training, leadership training, financial literacy and Microsoft training among other skills. The course includes resume building, field trips (both in-person and virtual), mock interviews, job application writing and much more. Much of the curriculum is

supported by Lake County Workforce Development. Students have the opportunities to earn stipends for completing various components of the first semester course. In addition, the first semester course will lead to second semester opportunities for on-site work experiences.

Course Breakdown:

1st Semester Work-Study Class (1 class period per day)

- Resume Writing
- Job Application Practice
- Guest Speakers
- Career Exposure Field Trips
- Financial Literacy
- Mock Interviews
- Mentoring
- Leadership Training
- Employability Training
- Microsoft Training

2nd Semester Workplace Experience (3-4 class periods per day)

- Students are paired with a company related to their interests or career goals
- Students leave the building twice per week to go to their company
- Part job shadow, part internship
- At company for 2 hours
- Return to school before dismissal
- Each student goes to their work site 26 times equalling a total of 52 hours of work exposure
- Students work on industry challenges related to their companies. Students develop a new innovation or process that can help the companies improve or enhance some aspect of their company.
- Mentors from the company meet with students weekly and monitor progress of their project
- The project requirements are hosted on an interactive platform called Practera (<https://practera.com/>). This platform can be accessed by the mentor and provides opportunities for progress review and feedback by the mentor
- Students present their final project and recommendations to representatives of the companies at the end of the Spring semester

Case Management Strategies

Case management is conducted as group check-ins and individual checks. The Work-Study Coordinator conducts 3 check-ins a semester with the employer (second week of Feb., first week of April, second week of May), Half of the students go to a workplace on Monday & Tuesdays and the other half attend work on Thursday & Fridays. Therefore, the coordinator meets with half the student population on 4 of the days. This gives the opportunity to have individual and group discussions about the work placement experience. On Wednesdays, all students in the program participate in the Work-Study class from 12:30-2:30. This gives another chance for check-ins. The employer also keeps track of attendance and reports regularly to the coordinator.

Responsibility of Participants Data

Jeff Hollenstein, Work-Study Coordinator, will be responsible for participant data recording and tracking utilizing the Illinois Workforce Development System. He will also assist participants with registration in the system. Mr. Hollenstein has established ongoing communication with Workforce Development and Employee Connections. He maintains communication for technical assistance and to review data in the Illinois Workforce Development System.

Characteristics of Population Served

Characteristics of the In-School Youth Population Served including WIOA-Eligible youth: All students are high school aged and attend NCCHS. Students are recruited from each class of juniors. It is a voluntary program but students must meet specific requirements such as have a 85% or higher attendance rate and be on track to graduate. All students in the program are from low income homes and qualify for the free or reduced lunch program along with having a barrier to employment. Over 60% of the students are Latino and many qualify for ELL services. The program also serves about 20% of students that receive special education services.

The Work-Study program has been in existence for 6 years with the same person in the coordinator role. Mr. Hollenstein has many years of experience working with WIOA-Eligible In-School Youth. 100% of students who complete his program also graduate from high school.

Support Services

Early in the Work-Study Course (September), student readiness will be assessed using the *Comprehensive Adult Student Assessment (CASAS)*. Reading and math portions of the tests are given. We will assess and document the need for support services for the students. We will create an Individual Service Strategy (ISS) for all of the students in need of support. These supports will be embedded into the course content throughout the Work-Study Course. Students will posttest at the end of the course (late April) using the *Comprehensive Adult Student Assessment (CASAS)*.

Throughout the Work-Study Course, we provide study skills training and tutoring support for the students. Students that need additional support will work with both in school and after school tutors as needed. For the 2026-27 school year, services will be provided after school by assigned teachers.

Meeting the Needs of Students with Disabilities

The Work-Study Coordinator will communicate with students' case managers to ensure special education accommodations and support are in place for the Work-Study Course first semester and for the work placement second semester. Work placement selection will be based on the students' strengths to ensure success. In addition, students with disabilities will also be able to access the same resources as non-disabled peers- study skills training and tutoring support.

Partnerships/Collaborations

- Partnerships with speakers from leading industries to coordinate visits and topics for speakers to address. Plan for when the speaker will present.
- Partnerships with local companies for work placements. The Work-Study Coordinator will contact leaders at each placement to inquire about interest in interns and then coordinate with them to prepare for the intern. On-going contact will take place once an intern/employee is present at the work site.
- Partnership with Lake County Workforce Development who provide technical support for data entry and collection. Work-Study Coordinator reports and enters required data within the time frames provided. Both parties are responsible for learning about and communicating updated requirements of the grant.
 - The Assistant Director of Finance sends Lake County Workforce Development a request for reimbursement for the program monthly. Lake County Workforce Development reimburses the district for reported expenses based on data provided.

14 Elements Summary

The 14 Elements are served at the local school as part of the Work-Study Program or the school community at large. For example, tutoring, support services, and alternative school for credit recovery are already part of the school's programmatic framework and Career Navigators help prepare youth for postsecondary education or technical training as they develop individual postsecondary plans. College visits, financial aid assistance, and vocational school entry are all part of the opportunities offered from the postsecondary department housed at the high school. Elements that are embedded in the Work-Study course and/or covered during the class time when students are not at their workplace locations include occupational skills training, integrated education and training, leadership development, financial literacy education, and entrepreneurial skills. Elements such as adult mentoring and follow-up services are provided through local

outside non-profit partners like *Summer-up!* and by the Work-Study Coordinator who monitors the progress of students for 12 months after they graduate. The Work-Study Program provides all students a paid work experience or internship.

The Work-Study Coordinator provides support and follow-up services during the block of time provided in his schedule for administration of the grant. He reaches out to past students using multiple modalities to ensure the best success to reach them. This communication effort continues for 12 months after the student graduates.

While we provide all the services listed in the elements, sometimes we are still not able to provide what a student may need. In those cases, we have systems in place for referrals to a problem solving team and/or special education team to recommend further services or an alternative placement. Every effort is made to provide the service locally and keep students at NCCHS.

Parent Involvement

Parents are informed early and often about the Work-Study Program. Beginning Sophomore year, the Work-Study Coordinator attends parent orientation nights to present the program. During Junior year, information about the program is communicated electronically and a parent meeting is held for parents of interested students. Parents are also required to sign a commitment letter, in April, along with their son or daughter to show their desire to participate in the program. Parents sign a permission slip before the Work-Study placement begins. Parents are also communicated with at parent-teacher conferences and are contacted if a problem arises at a work location. They become part of the problem solving team to help improve the workplace experience.

Peer Mentors

The Work-Study Coordinator will identify students who graduated and secured employment in various fields to present their current work, challenges they have faced, and successes they have had since completing the Work-Study Program in high school. If available, these prior students will also talk to Freshman-Junior students about the benefits of the Work-Study Program and how it led to their current profession (ex. Learning job related skills, developed their interest in the future career).

Work-Based Learning

This program element is a mandatory service element that must be offered to all participants.

1. *Describe the work-based learning experiences (paid or unpaid). Identify whether they are internships, pre-apprenticeships, job shadowing, on-the-job training, or other structured placements.*

The Work-Study course is an elective offered to Seniors at North Chicago Community High School who want to gain skills and knowledge related to a successful transition to the workforce. This course provides job readiness training, leadership training, financial literacy and Microsoft training among other skills. The course includes resume building, field trips (both in-person and virtual), mock interviews, job application writing and much more. Much of the curriculum will be supported by Lake County Workforce Development. Students have the opportunities to earn stipends for completing various components of the first semester course. In addition, the first semester course can lead to second semester opportunities for on-site work experiences.

2nd Semester Workplace Experience

- Students are paired with a company related to their interests or career goals
- Students leave the building twice per week to go to their company
 - Part job shadow, part internship
 - At company for 2 hours
 - Return to school before dismissal
 - Each student goes to their work site 26 times equalling a total of 52 hours of work exposure
- Students work on industry challenges related to their companies. Students develop a new innovation or process that can help the companies improve or enhance some aspect of their company.
 - Mentors from the company meet with students weekly and monitor progress of their project
 - The project requirements are hosted on an interactive platform called Practera (<https://practera.com/>). This platform can be accessed by the mentor and provides opportunities for progress review and feedback by the mentor
 - Students present their final project and recommendations to representatives of the companies at the end of the Spring semester

2. *How will students be matched with work experiences? Outline the process (e.g., assessment tools, interest inventory, counselor or career advisor input).*

During the 1st semester of the Work-Study class, students will complete two different assessments using the website Illinois Worknet (<https://www.illinoisworknet.com/>).

1. **Career Cluster Inventory** Description: *The Career Cluster Inventory helps you think about activities that you like and matches them to career clusters. Learning more about your interests and how they fit with clusters is one way to find a career you will enjoy!*
2. **Interest Profiler** Description: *The Interest Profiler helps you identify your interests and how they relate to careers you may want to explore. Connecting interests to careers is one way to find a career you will enjoy!*

Individual student results are reviewed and the Work-Study Coordinator meets with each student to discuss how these results are related to postsecondary goals. Second semester job placement is discussed and the student and Work-Study Coordinator come to an agreement about which company best aligns with the student's career goals and/ or interests. This placement is then discussed with the parents/ guardians of the student.

3. *What specific job readiness activities will students complete before starting a work experience? (e.g., safety training, industry certifications, interview preparation, workplace expectations)*

The job readiness activities the students complete prior to the 2nd semester job placement include:

- Resume Writing
- Job Application Practice
- Guest Speakers
- Career Exposure Field Trips
- Financial Literacy
- Mock Interviews
- Mentoring
- Entrepreneurial Training
- Leadership Training
- Employability Training
- Microsoft Training

Outside guest speakers from companies such as Nevakar (<https://nevakar.com/>) and Gen 1 Capital (<https://www.gen1vc.com/>) are utilized for the leadership, entrepreneurial training and mentoring/ networking training. In addition, representatives from numerous companies participate in the Mock Interviewing event in December. These companies include: North Chicago City Hall, North Chicago Public Education Foundation, North Chicago Community Partners, Northwestern Medicine, Rosalind Franklin University, Summer Up, Abbott, Lake County Workforce Development, D187 Administration, D187 Multilingual Department, and

D187 Human Resources. The Employability Training and Financial Literacy Units are facilitated using Edgefactor (<https://idusa.edgefactor.com>). The Microsoft Training is facilitated in four 2-hour sessions by College of Lake County.

4. *How will the program evaluate whether a student is ready to start a WBL placement? (Include assessments, attendance criteria, academic considerations, or behavior requirements, if applicable.)*

Students who are at or above 85% attendance rate in the first semester will be eligible for the second semester job placement. Students must also continue to be on track to graduate and be in good standing with the dean's office.

5. *Will work experiences be paid, unpaid, or a combination? Explain the program model and rationale.*

The work experience is a paid experience. The students get paid \$19.23 for the 26 times they go to the jobsite for a maximum of \$500. This amount decreases if the student does not go to the jobsite (even if it is an excused absence). This is paid out during the second week of May. In addition, students get paid for their work on the industry challenge. The students get paid \$35.71 for the 14 weeks that they work on the project for a maximum of \$500. This amount decreases if the student does not complete the work on the project for a particular week or if they do not stay current with the work in Practera. The students are also required to present their final project with recommendations to representatives from the companies during the first week of May. This is also paid out during the second week of May.

The rationale for this program model is that it is inline with work expectations the students will experience after graduation. If you do not show up to work, or if you do not complete your assigned tasks, it results in consequences including the possible loss of pay.

6. *If students are unpaid, describe how you will ensure the experience offers structured learning and skill development that meets WIOA definitions (not volunteer work or unstructured labor).*

N/A

7. *Employer partnership and engagement*
 a. *Describe your employer partnerships supporting work-based learning.*

For the 2025-26 school year, we partnered with 12 different companies/ organizations across 11 different career sectors for the second semester job placements.

Company Name	Type of Company
<u>Rosalind Franklin University of Medicine and Science</u>	Medical/ Research
<u>Northwestern Medicine Supply Chain</u>	Healthcare
<u>Northwestern Medicine Patient Transport</u>	Healthcare
<u>Northwestern Medicine Cardiology</u>	Healthcare
<u>Northwestern Medicine Food Services</u>	Healthcare
<u>The Community Works</u>	Nonprofit Organization/ Youth Services
<u>North Chicago Community Partners</u>	Nonprofit Organization (assists D187)
<u>AJ Katzenmaier School</u>	Education
<u>North Chicago Public Library</u>	Library/ Youth Programing
<u>North Chicago City Hall (Fire Department, Police Department)</u>	Criminal Justice, Firefighting/ EMT
<u>D187 Finance</u>	Finance/ Operations
<u>Greenbay Early Childhood Center</u>	Education
<u>Cardinal Health (must be 18)</u>	Medical Manufacturing/ Distribution
<u>Stereo Plus, Inc.</u>	Auto Service
<u>D187 IT Department</u>	Information Technology

In addition, we have recently collaborated with the following organizations (these companies could be host companies again moving forward):

Company Name	Type of Company
<u>D187 Athletic Team</u>	Event Planning/ Event Logistics
<u>D187 Communications Team</u>	Community Outreach
<u>Athletico</u>	Physical Therapy
<u>Endeavor Health</u>	Healthcare
<u>Knauz BMW</u>	Auto Sales/ Service
<u>Ragdale Foundation</u>	Artist Residency Program

Youthbuild Lake County	Construction Trades
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- b. *How do these employer partnerships align with Lake County Workforce Development Board's priority industries (e.g., healthcare, manufacturing, logistics, education)?*

The companies listed above align well with the top industries in Lake County, IL: Life Sciences & Biotech, Advanced Manufacturing, Healthcare & Education, Professional & Financial Services and Logistics & Transportation.

- c. *Identify employer roles (supervision, evaluations, trainings):*

In addition to the companies listed above, companies that have partnered to provide learning experiences, career exposure and leadership/ entrepreneurial training include: College of Lake County, Nevakar (<https://nevakar.com/>) Gen 1 Capital (<https://www.gen1vc.com/>) and Kenny Smith Photography (<https://www.kennethsmithphotography.net/>).

- d. *How will employer supervisors and mentors be prepared to support high school students?*

The Work-Study Coordinator will work with supervisors and mentors to understand the process and expectations related to the second semester job experience. Meetings are scheduled with new employers to ensure that all expectations are communicated clearly. The *Work-Study Agreement* is signed by a representative of each company each year. The agreement lists the following expectations for the companies:

SERVICES: *The District shall engage Contractor to provide the following services:*

- *Supervised Job shadow opportunity at _____ located at _____ two days per week (TBD) between the hours of 1:00 PM – 3:00 PM*
- *A mentor for the Project Based Virtual Internships for the NCCHS Work-Study students*
- *Regular communication with the students through the Practera App*
- *Opportunity for the students to virtually present projects to a small team upon completion of the project*

In addition, the Work-Study coordinator checks in with the companies 3 different times during the second semester to make sure that the program goals are being met and that students are following the expectations laid out by the company and the Work-Study program.

Outreach and Recruitment

Recruitment Timeline

- Recruitment begins freshman year where the Work-Study Coordinator informs all the students of the Work-Study opportunity that will be available to them as seniors and the requirements for eligibility.
- Information continues to be communicated to parents and students during Sophomore year through electronic communication along with presentations at parent and student orientation events.
- August
 - Communication to Freshman through a presentation at Freshman Orientation
 - Presentation to Sophomore class during Sophomore Orientation
 - Follow-up communication to parents and students about the Work-Study Program.
- December- January
 - Presentations to current Junior class during seminar classes
 - Electronic communication to students and parents as a follow-up to the presentation.
 - Recruitment and enrollment of rising Seniors. Enrollment includes an interest form and eligibility check for attendance metric and “on-track for graduation” status.
- February- March
 - Conduct interviews of interested students and narrow selection to the 40 allowable participants.
 - Hold parent meetings for rising Seniors who will be participating in the program
 - Enrollment continues.
- April- May
 - Secure commitment letters from rising Senior participants and their parents
 - Ensure students are enrolled in *Work-Study Course* and *Work Experience Course* in their Senior year schedule

Intake and Assessment Process

Recruitment efforts are underway for this year and the 40 student goal seems very attainable. In addition to rigid requirements such as a high school attendance rate and being on-track to graduate, interviews are conducted to determine the best candidates. As part of the recruitment process, the Work-Study Coordinator presents to all Junior students to explain the details and the logistics of the program. The Junior counselor is also involved in recruiting and explaining the

program to students. In addition, the Work-Study Coordinator presents to the Freshmen and Sophomore classes each year so students understand the options that are available to them during their Senior year if they meet the eligibility requirements.

Alignment to WIOA Youth Performance Metrics

The recruiting process ensures candidates have the initial markers of a successful candidate (high school attendance and on track for graduation) and are committed to the program through the commitment letters that even show parent support. By recruiting and enrolling students with these measures in addition to learning about the students future aspirations during the interview process, we are identifying a student population who is well positioned to meet the expected outcomes when they participate in the program.

Program Outcomes

Entry to Exit

Students are provided support and guidance from the Work-Study Coordinator from the moment they sign their commitment form to the final day of their work placement experience. Early interventions include obtaining parental support for the program, basic skills assessment to identify and give academic support, and career interest assessments. These early supports, along with the semester-long job skills training, prepares students for the work experience. Then, when students enter the workforce, they continue to receive support and guidance through the classroom portion of the program. Students can talk through job related difficulties in timely manners with their peers and instructor, thus providing a structure of support. Students receive regular feedback from their instructor and their placement supervisor so they can improve upon their performance. All of these measures create a program where students can easily get help as needed and achieve the WIOA performance outcomes.

Past/current performance: NCCHS has enrolled 35-44 students in the Work-Study Program each year. 100% of students who enroll and complete the program graduate from high school. Of the students who enroll, 95% complete the program. We have very few who drop out or move out of the school district. Based on data we are able to obtain from graduates in the last 24 months, approximately 75% of the students are enrolled in postsecondary education, enlisted, or full time employed. If a student is not successful in meeting the outcomes, we connect them with outside agencies such as Youth Build (trades development), Employee Connections, or Workforce Development. We currently have 42 students enrolled in the second semester and we started with 43 students at the beginning of the year.

Goals:

1. 98% of students enrolled in the Work-Study program will graduate from high school.

2. 75% of students who complete the Work-Study program will either be enrolled in postsecondary education, join the military, or become gainfully employed within 12 months.
3. At least 35 students will enroll and complete the Work-Study Program successfully.

Administration

The mission of North Chicago School District 187, which originated in 1954, is to empower each child to write their own story of success and to prepare them academically and socially to pursue and realize their unique purpose. The district focuses on equity, high expectations, and nurturing the whole child through a supportive, family-like environment. Our aim is to prepare students academically and socially to become productive members in the community workforce.

- Jeff Hollenstein, Work Study Coordinator, has extensive background with Work-Based learning programs. He was the coordinator of an inhouse Career Pathway Program at NCCHS from 2014-20. At its peak, about 35% of the non-Freshman were enrolled in this program. During the 2019-20 school year, Hollenstein piloted a Work-Study Program (with 11 students and 3 companies) with the support of Lake County Workforce Development. He has been the coordinator of this Work-Study Program from 2020 to present day. In this position, Hollenstein has worked closely with Workforce Development as a subrecipient of a WIOA grant and has grown the program to include up to 45 students and 14 different companies. In addition, Hollenstein received his Work-Based Learning License (WBPL) from the Illinois State Board of Education in September of 2025. Starting in July of 2025, this license is required for all educators who are teaching Work-Based Learning Courses in Illinois. Hollenstein's WBPL is valid through September 2030.
- Janean Friedman, Ed.D., Grant Manager, 20 years experience in state grant management and accountability. Dr. Friedman has been at every level of leadership in a school system and understands the importance of meeting accountability requirements and deadlines as they pertain to state funded programs.

The NCCHS facility is evaluated every year through this program for ADA accessibility and compliance. It successfully passes the inspection every year.

Exhibit B

WIOA Performance Indicators and Measures

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WIOA Performance Indicators and Measures

Placement in Employment/ Apprenticeship/ Military 2nd Quarter After Exit	73% of all exited participants who are employed, in an apprenticeship, or in the military during 2nd Quarter after exit.
Placement in Employment/Apprenticeship/ Military 4th Quarter After Exit	75% of all exited participants who are employed, in an apprenticeship, or in the military during 4th Quarter after exit
Median Earnings 2nd Quarter after exit	Median wages for exited participants who are employed during the 2nd quarter after exit \$5000
Credential Attainment (up to 1 year after exit)	100% of participants who obtain a post-secondary credential, license or industry recognized credential during the program or within 1 year of exit High School Diploma
Measurable Skills Gain	<p>100% of participants in an education or training program that leads to a credential or employment and who are achieving "measurable skills gains"</p> <p>Meeting one or more "Measurable skill gains" include:</p> <ol style="list-style-type: none"> 1.) Attainment of a high school diploma 2.) Achievement of an educational function level 3.) Transcript / Report Card achievement 4.) Achievement of a milestone (completion of OJT, apprenticeship program, any training achievement) 5.) Achievement of a trade-related benchmark /skill progression (knowledge-based exams)
Effectiveness in Serving Employers	30% of youth employed with the same employer in the 2nd and 4th quarters after exit.

Exhibit C
Budget Narrative

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Budget Narrative 2026-2027

Staff Wages: The staff wages indicated are based on the current annual District 187 contractual rate of pay for a teacher assigned to serve as the work-study lead teacher. The district will cover 64% of the teacher's overall salary while 36% of the salary will be reimbursable through the grant. This amount is **\$39,792** for the 2026-2027 school year. Further, 60% of the amount paid for by this grant will be allotted to work-based experiences. This would be equal to **\$23,875**. 40% of the amount will be allotted to non-work based experiences. This would be equal to **\$15,917**. The district will cover the remainder of the salary cost and all fringe benefits for the full time teacher (\$87,408).

Youth Stipends for Work-Based Learning: Stipends of \$1,000 per student are budgeted with an enrollment of 35 for a total of **\$35,000**. Students will receive the first \$500 stipend near the end of the 1st Quarter of the school year (in November) after completing 80% of the required components of the Work-Study Course. Students will receive the second \$500 stipend near the end of the 2nd Quarter of the school year (in January) after completing at least 80% of the required components of the Work-Study Course.

Youth Stipends for Non-Work Based Learning: Stipends of \$500 per student are budgeted with a maximum enrollment of 35 for a total of **\$17,500**. Students will receive the \$500 stipend near the end of the 3rd Quarter of the school year (in February) after completing at least 80% of the required components of the Work-Study Course.

Youth Work Experience Benefits: Stipends of \$1,000 per student are budgeted with an enrollment of 35 for a total of **\$35,000**. Students will receive the stipends at the end of the school year (May) after completing their company internships.

****The District pays for 5 additional students to participate in the work-study program beyond this grant's limit for a total of 40 students. The cost of the stipends and wages for the additional students is \$12,500.**

Tuition: All students in the Work-Study course will complete Microsoft Credentialing provided at NCHS through College of Lake County at a cost of **\$4000**.

Other: Student transportation is budgeted from this grant for \$6708. This will include field trips for Career Exposure during Phase I and student travel to companies in Phase II. The total transportation for the entire length of the program is \$16,190. The remainder of the cost is covered by the district (\$9482).

Total Cost from the grant: **\$138,00** Total cost covered by district: 109,390

Percentage of grant budget devoted to work-based learning activities: **68%**

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