

**A RESOLUTION ENCOURAGING THE USE OF APPRENTICESHIPS TO PROMOTE JOB TRAINING FOR ORLAND PARK RESIDENTS, IMPROVE WORKFORCE SKILLS, AND ENHANCE ECONOMIC VITALITY IN ORLAND PARK.**

**WHEREAS**, the Village of Orland Park recognizes that a well-trained, highly skilled workforce is critical to the economic future of the Village of Orland Park and is necessary to support growth and innovation in industries such as construction, manufacturing, health care, telecommunications, biotechnology, information technology, energy, and transportation and logistics; and

**WHEREAS**, the nation's industries face challenges to attract new and more diverse talent pools, replace a long serving and experienced workforce, and close gaps in workers' skills and credentials; and

**WHEREAS**, apprenticeship training programs are particularly effective in providing training and experience to individuals seeking to enter or advance in the workforce; and

**WHEREAS**, by advocating for increased apprenticeship utilization, the Village of Orland Park can support training and experience of Orland Park residents that will help assure that a skilled workforce will be available in sufficient numbers to undertake projects in the future; and

**WHEREAS**, skills, pre-apprenticeship, and apprenticeship programs provide significant benefits for both businesses and employees; and

**WHEREAS** apprenticeship programs correlate to lower turnover costs, improved employee retention rates, and increased productivity; and

**WHEREAS**, the average return on investment for an apprenticeship program is \$1.47 for every dollar spent; and

**WHEREAS**, skills, pre-apprenticeship, and apprenticeship programs, starting in high school are vital to improving post-high school opportunities for students and out-of-school youth; and

**WHEREAS**, apprenticeship programs provide enrollees on-the-job training, occupation focused education, and access to nationally recognized industry credentials; and

**WHEREAS**, on average apprentices earn \$50,000 per year through employer-paid training programs; and

**WHEREAS**, Cook County offers a number of property tax incentives in order to encourage private business investment, employment, and revitalization; and

**WHEREAS**, Class 6(b), Class 7(a), Class 7(b), Class 7(c) and Class 8 incentives lower property tax burdens for new and expanding businesses; and

**WHEREAS**, any applicant for or recipient of, any Cook County property tax incentive under any assessment class must comply with prevailing wage requirements; and

**WHEREAS**, any applicant for or recipient of, any Cook County property tax incentive under any assessment class must also meet certain apprenticeship program requirements specifically contractors, subcontractors and lessees must participate in approved apprenticeship programs when performing construction work at properties that receive a tax incentive.

Now, therefore, be it resolved by the Village Board of the Village of Orland Park, that the Village is desirous in ensuring that current and former residents of Orland Park are provided adequate opportunity to take advantage of apprenticeship program opportunities for projects in Orland Park.

Be it further resolved that the Village Board of Orland Park encourages any applicant for or recipient of, any Cook County property tax incentive under any assessment class in Orland Park to prioritize current and former Orland Park residents, including current and former students of School District 230, and veterans, for placement into apprenticeship program opportunities for projects in Orland Park.