

Decatur, IL: Boosting Participation of Black Workers in Next Gen Manufacturing

ELEMENT 1: Understanding of regional conditions and needs

When it is time to write the history of America’s manufacturing boom, look to Central Illinois. Whether Americans eat sustainable foods, or transition from petroleum-based vehicles and chemicals, will be thanks to our precision fermentation and EV industries. It will also show if underserved populations, specifically its Black population, shared in the growth of these new technologies. Cities in Central Illinois lead the US in racial inequality. Peoria has the country’s most segregated school system.¹ Black households in Bloomington and Springfield have a median income only 36% that of white households, the highest discrepancy among US metros. With the country’s second-highest Black unemployment rate, Decatur has similar challenges, but is ready to lead the region in putting Black workers at the core of the US manufacturing resurgence.

Regional needs: The Decatur MSA (population ~100,000, henceforth “Decatur”) has a prime-age employment gap (PAEG) of 3 p.p., which belies a larger gap for Black residents (15% of MSA’s population).² As shown in Table 1, the prime-age employment ratio for Decatur’s Black residents is 10 p.p. lower than the US average, largely due to **Black unemployment (19%, second highest of US metros), the driver of region’s PAEG and the focus of this proposal** (“the Plan”).

Table 1: Select characteristics of MSA and service area, 2021 ACS 5-year estimates

Measure	US	Decatur MSA	Service area ³
Prime-age employment to population ratio	78%	75%	61%
Prime-age unemployment rate	5%	8%	13%
Black employment to population ratio	57%	47%	44%
Black unemployment rate	9%	19%	24%

Note: Employment ratios may not precisely match the Eligibility Tool’s as they include the armed forces due to data limitations. Measures for Black residents are for those 16 and older.

Black unemployment in Decatur stems from a lack of non-college pathways to jobs, a legacy of school segregation exacerbated by deindustrialization (more below). Improving these pathways is critical as Decatur lags in both educational attainment and employment outcomes for non-college workers. Forty percent of the MSA and 55% of its “Urban Core” (proposed service area) have never attended college, compared to 36% in the US. High school (HS) graduates have employment rates 5 p.p. and 18 p.p. lower than their US peers for the MSA and service area, respectively.

Job quality: Quality job availability and access have been historic barriers for Black residents in manufacturing, yet this is an ideal moment to invest in these pathways. This Plan focuses on access to quality jobs—it will prepare participants for, and connect them to, two leaders in precision fermentation (ADM and Primient) and an EV component producer (TCCI). Our Tech Hub proposal addresses industry bottlenecks to spur continued quality job availability (see Element 4 and 6 for additional detail on precision fermentation and Tech Hubs.)

- **Availability:** Manufacturing is Decatur’s largest sector with ~11,000 employees, 59% of whom make above a living wage. This industry has faced the same challenges as other manufacturing centers in recent decades but is emerging from a period of flat growth. The sector is forecasted to add nearly ~4,000 jobs over 2022-27 (6% growth) with the emergence of new technologies such as precision fermentation and EVs (Lightcast, 2022). Our three industry partners alone have announced expansion plans representing ~1,100 new jobs, including the world’s largest insect protein facility, two JVs with LG Chem to produce critical inputs for bioplastics, and the \$300 million expansion of an alternative protein facility.

¹ Per Governing Magazine ([link](#)) rankings based on a “dissimilarity index.” Using a “variance ratio,” Century Foundation ([link](#)) ranked Peoria 10th worst in Black-white school segregation.

² Unless otherwise cited, all statistics are 2021 American Community Survey 5-year estimates or provided by the Plan’s partners.

³ Service area comprises 11 census tracts in Decatur’s Urban Core (see Element 5 for details).

- *Access*: Seventy-seven percent of local manufacturing roles do not require a four-year degree (Lightcast, 2022), but still require essential skills (e.g., dependability, communication), industry-specific technical training, and/or an associate degree. These barriers (among others, see below), are prohibitive for many of the underserved residents in the Plan’s service area. While our industry partners already use the Plan’s programs to employ some of these residents, additional investment is needed to scale them and close Decatur’s PAEG (see Element 2).

Contributing local conditions and geographic considerations: Decatur shares a common challenge with many Midwestern communities: small school districts, which “have consistently produced the most economic and racial segregation” (EdBuild, 2020). Across the Rust Belt, “hyper-local hardships” such as plant closures create acute “between-district” inequality, rather than producing “high-need corners” of wider districts (e.g., county-level, which characterize the South). Illinois has 1,032 districts, a uniquely high ratio of districts to students. Texas has 1,229 districts but double the students. Florida has 77 districts and 50% more students (Common Core, 2021).

Decatur is an example of how deindustrialization can compound segregation. Decades of plant closures—notably Borg Warner in the 1980s (~2,500 people), Bridgestone/Firestone in 2001 (~1,400 people), and Akorn in 2023 (~400)—have coincided with “white flight” from the City to the County’s six outlying school districts. Decatur Public School (DPS) District 61, encompassing the Urban Core service area and most of Decatur’s Black residents, lost 38% of its white student body from 2004-2019. This district, now 63% non-white, borders districts such as Mt. Zion District 3 (5% non-white), Meridian District 15 (3% non-white), and Warrensburg-Latham District 11 (8% non-white). DPS students, 60%+ of whom do not attend college, are increasingly underserved, with \$1,500-3,000 less in revenue per pupil than the county’s other districts (EdBuild).

Targeted populations: Local workforce experts Richland Community College (applicant), United Way of Decatur & Mid-Illinois (UW) and DPS have identified and will target three populations:

Table 2: Targeted populations within Decatur’s Black community

Population	Description	Key employment barriers	Plan objective
Jobless prime-age residents	People unemployed with little previous work experience, often reintegrating from justice system	Lack of essential and technical skills, justice system involvement, trauma	Support 1,350 Black residents secure good manufacturing jobs
Employed through Plan investments	Recently employed individuals at risk of falling out of employment due to barriers	Benefit cliff exposure, inability to afford immediate basic needs (e.g., childcare, transportation, housing)	Help 2,000 workers retain employment through wraparounds and other supports
Non-college bound HS seniors	Students identified by DPS as unlikely to attend college	Lack of understanding and support needed to pursue jobs, essential and technical skills, inability to afford basic needs	Address the future PAEG by strengthening non-college manufacturing pathways for 500 DPS seniors

Though HS seniors are not “prime age,” the Plan believes that long-run, sustained benefits for Decatur means investing in populations with a high likelihood of contributing to the future PAEG.

ELEMENT 2: Strength of strategy and quality of potential investments

Our strategy has three objectives that collectively address the key inhibitors causing Black unemployment: 1.) Support 1,350 Black residents secure good manufacturing jobs, 2.) Help 2,000 workers retain employment through wraparounds and other supports, 3.) Address the future PAEG by strengthening non-college manufacturing pathways for 500 DPS seniors. With an initial budget of ~\$54 million, the Plan’s cost per job placement (~\$40,000) is consistent with local benchmarks for similar programs (\$35,000-40,000), albeit more transformative in size and scope.

Objective 1: Support 1,350 Black prime-age residents in securing good manufacturing jobs

Investment 1 (\$30M): Expand Richland Community College's essential and technical skills program (EnRICH) to place 2,600 prime-age workers across manufacturing and other partners.

- **Program description:** EnRICH combines traditional skills training with trauma sensitive practices to prepare adults with multiple employment barriers (55% of alumni have criminal records, 78% are non-white) for stable jobs. The 10-12 week program, developed with local employers, covers essential skills (e.g., dependability, communication) and industry-specific technical training. To support completion, the program offers a ~\$6,000 stipend and wraparounds such as transportation and childcare support. In addition to being an existing talent source for the Plan's precision fermentation partners, EnRICH is a pipeline for the EV Workforce Academy—an innovation hub developed between Richland, TCCI, the City and the State (see Element 4) that will place students in EV-related fields across advanced manufacturing, computer science, and CNC machining.
- **Investment activities:** Richland will increase participants by ~375 (to ~525 a year). This exceeds the Plan's headline 1,350 job target to budget for participants choosing non-manufacturing careers and/or additional upskilling (e.g., associate degree), as well as for natural program and employment cessation (both <10%). Scaling EnRICH involves expanding the physical training site, hiring trainers, increasing the scope and timeframe of post-program wraparounds (from six months to three years), and developing pathways for EV and precision fermentation. To ensure equity, Richland will also invest in community liaisons, recruiters, and navigators (see Elements 3 and 5).
- **Barriers addressed:** Essential and technical skills, justice system involvement, trauma, inability to afford basic needs, benefit cliff exposure (via financial literacy and career coaching)
- **Evidence of future success:** The program has ~2,300 alumni (91% have retained employment for least a year with a median hourly income of \$24, above the region's livable wage), a ~200-person waitlist, and hiring commitments across 30 industry partners not yet involved in this plan.
- **Roles:** Richland will lead and work closely with industry partners (TCCI, ADM, Primient) to deploy essential skills and manufacturing curricula, and with UW on wraparounds coordination.

Objective 2: Help 2,000 workers retain employment through wraparounds and supports

Investment 2 (\$6M): Proactively offer individualized support to Plan participants at risk of leaving the workforce due to employment barriers.

- **Program description:** UW has developed an approach for the early identification of employment barriers, which enables proactive and sustained engagement with workers as they become financially stable (for up to three years). Support involves direct financial aid (e.g., bill assistance), counseling (e.g., benefit cliff, financial literacy), and coordination with ancillary supports. For instance, as of this year the City offers free bus fare for Richland students (20% of residents in the service area lack a vehicle, as high as 45% in one tract).
- **Investment activities:** UW can serve ~2,000 participants by hiring staff (crisis interventionists, navigators and supporting funds) and bolstering program wraparounds.
- **Barriers addressed:** Benefit cliff exposure, inability to afford basic needs
- **Evidence of future success:** UW is a pioneer in data-driven assessments and interventions to support income-constrained workers ([United for ALICE](#)). In addition to accessing this national infrastructure, the local UW has seen success with its Hispanic crisis interventionist, who began operating at 100% capacity within a year, that can be scaled to Decatur's Black residents.
- **Roles:** UW will lead and work closely with RCC and DPS to plan benefits for graduates, and with industry partners (TCCI, ADM, Primient) to identify and assist qualified participants.

Investment 3 (\$9M): Expand before- and after-school programs to help 1,000 parents

- **Program description:** Childcare is a critical employment barrier in the service area—nearly one-in-six households (~16%) live in poverty with a child under five. DPS' before- and after-school program (Extended Day) is a cost-effective solution. For three years, DPS District 61 (see Element

1) has used COVID-19 relief (ESSER) to offer academic support, activities, and nutrition for ~930 elementary students (16% of pre-K to eighth grade students) before and after school hours.

- **Investment activities:** Implementation funding will replace ESSER (which expires in 2025 and covers staff and other expenses) and offer Extended Day to over 150 additional students.
- **Barriers addressed:** Inability to afford basic needs (i.e., childcare, nutrition)
- **Evidence of future success:** Over 90% of surveyed DPS households indicated interest in enrolling their children in Extended Day, evidenced by a 300+ student waitlist.
- **Roles:** DPS will continue to lead, working with UW and Richland to ensure working parents are aware of, and utilizing, the program.

Investment 4 (\$3M): Hire a Workforce Ecosystem Officer to holistically coordinate the region's workforce initiatives across industry, academic institutions, and community groups.

- **Program description:** Decatur-Macon County EDC serves as a one-stop-shop for companies on challenges such as site selection, having helped attract \$2.6B in upcoming corporate investments. It does not, however, have the capacity to coordinate a regional workforce strategy across sectors, demographics, and talent profiles. This is a key enabler for the Plan. As the Officer supports companies on their holistic workforce needs, they will verify the region's initiatives collectively address industry demand and ensure the participation of historically overlooked talent pools.
- **Investment activities:** Decatur-Macon County EDC will hire a Workforce Ecosystem Officer.
- **Evidence of future success:** This role is a recommendation of a 2022 external workforce assessment of Macon County, involving integrated quantitative data with 45 interviews.
- **Roles:** EDC will organize a collaborative infrastructure encompassing Plan partners and key community stakeholders, including underrepresented population groups.

Objective 3: Address future PAEG through non-college pathways for 500 DPS seniors

Investment 5 (\$9M): Establish a DPS Career Academy to support HS seniors enter manufacturing.

- **Program description:** DPS will invest in programs that allow it to identify and support non-college bound students to graduate and find work. A Manufacturing Career Academy will help students identify career pathways and prepare for work by enrolling in internships, taking coursework in focused skill development, and receiving wraparounds and monitoring to increase career readiness outcomes for up to three years post-graduation.
- **Investment activities:** DPS can serve 75-125 students a year by hiring workforce prep coordinators and specialists to assist Academy students with job applications and interviews and coordinate assistance with barriers (e.g., transportation). Funds will also purchase industry-recognized curriculum, certification materials, and other career readiness expenses (e.g., industry tours).
- **Barriers addressed:** Lack of career understanding of, and support to pursue, job opportunities; essential and technical skills; inability to afford basic needs (e.g., transportation)
- **Evidence of future success:** An Agriculture Academy has enrolled 465 students since 2018.
- **Roles:** DPS will lead, working with Richland to integrate EnRICH curriculum and UW to provide financial, emotional, and skill-building wraparounds.

ELEMENT 3: Diversity, inclusivity, accessibility, and diversity

As outlined in Elements 1 and 2, the Plan aspires to fundamentally improve and increase opportunities for Decatur's Black community, which it will do through intentional planning and the equitable distribution of benefits across historically underserved populations.

Planning and community engagement: Re compete Plan Coordinator, Gina Taylor, B.S. Workforce Ed. and Develop., MEd. Higher Ed., CTRP-E is an influential member of the Decatur Black community, whose input she will incorporate into the planning process through:

- *Coordination with the Plan member's diversity and workforce officers*, leveraging support from Richland's new executive director for DEIB and industry partners to understand the experience

and needs of Black manufacturing workers and program participants. The RCP will also work closely with the Workforce Ecosystem Officer to convey these insights to employers.

- *Engagement with Black community groups*, including The Decatur Coalition, Illinois Pastors Coalition, and Black Chambers of Commerce, to aid in program awareness and recruitment.
- *Direct community input* (e.g., townhalls and surveys) to refine program outreach and efficacy.

Equitable benefits: The Plan's direct benefit is supporting 1,350 Black residents move out of unemployment into jobs paying \$40,000-60,000 a year—a collective anticipated income of \$55-85 million (see Element 5 for further details). Considering Decatur's ~6,400 Black households have a median income of ~\$30,000 (~\$195 million collectively), **this Plan's success would increase the Black community's wages by 25-40%.**

That increase, while ambitious, still lags the forecasted growth in precision fermentation and EV manufacturing. The precision fermentation-derived proteins market—in which ADM and Primient are pioneers—is growing more than 40% per year and will represent a \$30-35 billion industry by 2030 ([MarketsandMarkets, 2022](#)). In Illinois, EV manufacturing was the fastest growing clean-jobs sector with a 28% increase in jobs for 2021 (Clean Jobs Midwest 2022 Report) and saw a \$2 billion battery factory investment announced earlier this year ([Illinois.gov, 2023](#)).

Beyond incremental income, this Plan entails important secondary benefits:

- *Focused, trauma-informed resilience training:* Expanding EnRICH will provide trauma-informed resilience training for ~2,600 residents, an important resource for this community.
- *Child wellbeing:* Maintaining DPS' Extended Day beyond its projected funding expiry will continue to provide ~930 children with childcare and nutrition. Even as Decatur's largest childcare program, it only addresses a portion of the county's 8,400 underserved children that need before- and after-school support ([Illinois Network of Child Care Resource and Referral Agencies](#)).
- *Upskilling into living-wage jobs:* UW estimates 30% of Decatur residents have income insufficient to provide immediate basic needs such as housing and food. By providing ~2,000 additional participants with wraparound supports specifically designed to navigate benefit cliff exposure and other employment barriers, the Plan will allow families to focus beyond the short-term and upskill into more stable employment.
- *Resources for Central Illinois' Black community:* As mentioned in Element 1, Decatur's neighbors also struggle with poor outcomes for Black residents despite being home to some of the country's leading manufacturers, such as Rivian and Caterpillar. Not only will the Plan provide scalable best practices, its pathways extend beyond Decatur. Central Illinois' economic development community sees this region as an integrated workforce, and often works collectively with companies that hire across city and county lines (see Element 4).
- *Resources for Decatur's Latino community:* While targeting the Black community in Decatur's Urban Core service area, this Plan's investments are accessible to other people of color. Official statistics indicate 3% of the MSA is Latino and has an employment rate exceeding that of US white people (61% vs. 59%), though input from local partners suggest these figures may understate both the size and challenges of this community.

Historical commitments: Richland's Black student body increased 65% in seven years, largely attributed to EnRICH's success. Richland has hired an Executive Director for DEIB, housed in the President's Office. This role, in concert with Richland's robust Diversity Committee, is responsible for generating a campus-wide equity plan. The equity plan will set the intentionality and framework for the entire campus and focus on DEIB in workforce, campus policies and hiring procedures, and community partnerships to advance equity outside the college. Additionally, the DPS Board of Education adopted a Resolution of Racism in 2019, and created a new leadership role - Assistant Superintendent of Diversity, Equity, and Inclusion, in 2023.

Key stakeholders: The Plan counts on the participation of multiple entities representing underserved communities, including DPS District 61 (73% of the student population is low income and underserved), Richland (student body 28% Black), and UW, which leads the region's 21 Week Racial Equity Challenge and Healing Illinois DEI program.

ELEMENT 4: Regional assets

Industry engagement: Decatur’s private sector is unique for a city its size, a legacy of its position in the heart of America’s farmland. The MSA and surrounding counties are top-five US producers for corn and/or soy, which led some of the world’s largest nutrition and agriculture players to initially locate here. One hundred years after its incorporation, ADM (\$100+ billion in revenue) and other biomanufacturers such as Primient continue to choose Decatur to innovate—notably in the field of precision fermentation, in which single-celled organisms acting as “micro factories” convert plant feedstocks such as corn into high-value ingredients, materials, fuels, and more. The region’s strong industrial base—and proximity to top-flight research institutions such as the University of Illinois at Urbana-Champaign, UIUC—has allowed Decatur to nurture a host of other manufactures such as TCCI, a leader in sustainable transportation solutions.

In addition to hiring commitments (see Element 6), our industry partners have invested heavily in complementary upskilling initiatives. After the Plan places workers in entry-level manufacturing positions, these assets will support participants’ career progression:

- *Precision fermentation upskilling:* ADM and Richland have developed a four-week training program (paid, with benefits) that provides the skills to become process technicians. Entry-level production specialists split time between onsite training and instruction at Richland. This program (78% Black) is also an equity intervention due to its focus on production roles, disproportionately held by Black workers: 24% of region’s machine operators are Black, compared to 13% of overall employment (Lightcast, 2022).
- *EV Workforce Academy:* Earlier this year, Governor JB Pritzker, TCCI, the City, and Richland broke ground on the EV Workforce Academy, which will prepare students to enter directly into high wage EV jobs with an associate degree, or by transferring to a university such as UIUC through 2+2 programs and articulations agreements. This facility, supported by \$21 million in capital grants appropriated to the City of Decatur and Richland, provide students with an immersive learning experience, training both on-site and in an augmented reality environment led by Richland faculty with access to technology at TCCI. As mentioned in Element 2, EnRICH is a key talent pipeline for the EV Workforce Academy.

Community buy-in: Our members have a track record of developing the community’s understanding of local career options through successful engagement models and partnerships. For instance, Decatur and Macon County EDC’s three-year education campaign on job opportunities reduced the residents’ view of the region’s career options as “poor” by 30 p.p. EnRICH’s inaugural programming in 2017 had ~200 students. To date, 2,300 citizens have received career training. Plan members share a communication network, in which they cross-promote programs and services through their own established outreach channels.

Regional coordination: This Plan counts on two regional assets that will amplify its impact:

- *Illinois Fermentation and Agriculture Biomanufacturing Hub (iFAB):* Led by the UIUC Integrated Bioprocessing Research Laboratory, a consortium of 30 industry, academic, labor, and community organizations—including most of this Plan’s members—co-developed EDA Tech & Innovation Hub Designation and Strategy Grant applications. Those proposals, which seek funding to address a critical industry bottleneck among other priorities, are intentionally complementary to this Plan (see Table 3) and provide its governance and engagement model (Element 6.)
- *Mid-Illinois Collaborative:* This forum comprises the economic development organization from Peoria, Springfield, Decatur, Champaign, Tuscola, and Bloomington. This group, which meets quarterly, works in coordination to advance regional business attraction priorities, including on workforce issues that span county lines.

Potential for EDA funding: As shown in Table 3, new EDA funding will further unlock the Plan’s potential across four areas:

Table 3: Inventory of existing funding and potential for EDA funds

Areas	Key current and potential funding	Role of EDA funding
Continued growth of quality jobs (not in Plan scope)	Reimagining Energy and Vehicles (REV) Illinois Program & Rebuild Illinois (\$3M for local manufacturers) BioMADE bioindustrial pilot network (potential)	Address industry's infrastructure bottlenecks (Tech Hubs, potential)
Train and connect workers to entry-level manufacturing jobs	State of Illinois workforce grants (\$2M annually) State and federal funding for DPS that supports career placement (\$20,000)	Increase participation among underserved population
Keep workers in jobs through wraparounds and other supports	State and federal funding for DPS Extended Day (\$9M ESSER Funding) City of Decatur funding (\$60,000) to provide free transportation for Richland and DPS students	Expand scope and duration of wraparounds Maintain after-school programs Fund benefit cliff exposure programs (no public support)
Upskill manufacturing workers (not in Plan scope)	State of Illinois capital grants for EV Workforce Academy (\$21M) WIOA funding for incumbent worker and on-the-job training (\$3M)	Expand scope of precision fermentation upskilling programs (Tech Hubs)

ELEMENT 5: Targeted geographic approach

Service area: The service area comprises eleven census tracts spanning Decatur's "Urban Core," home to both the City's historic downtown as well as the MSA's most underserved neighborhoods. The Plan developed this service area through a two-step process: 1) Assess the areas with the most need by identifying the tracts with highest PAEG, 2) Expand the service area by adding contiguous tracts to those in (1) with similar educational and demographic profiles (to facilitate community outreach, see below) until the area encompassed 60% of Decatur's Black population.

Specifically, the Plan determined Tract 31 (PAEG of 52%), Tract 6 (34%), and 5.01 (29%) to be those with the highest need, which are contiguous to another eight tracts with higher-than-average Black populations and lower-than-average educational attainment. As shown in Table 1, this service area qualifies as "persistently distressed," with a PAEG of 17 p.p. among its ~7,850 prime-age residents and Black unemployment rate of 24% (has exceeded 20% for at least 15 years).

Long-run, sustained benefits: The Plan's key success metric is closing the PAEG for this service area, which is how the Plan calculated a 1,350 job placement goal for Black unemployed residents. As the tracts outside the City generally have above-average employment, delivering on this goal would close the PAEG for the entire MSA and increase Black wages by 25-40% (see Element 3). The path to long-run, sustained benefits for the Urban Core will require:

- *Robust EnRICH recruitment:* The Plan emphasizes outreach and recruitment by investing in community liaisons, recruiters, and navigators (Element 2, Investment 1), engaging trusted partners such as faith leaders (Elements 3), and leveraging tested communication channels (Element 4).
- *High EnRICH completion:* The program already boasts a 90% completion rate, which the Plan will maintain by scaling this pathway without compromising support (Element 2, Investment 1).
- *Sustained employment outcomes:* Richland, UW, and DPS will coordinate to offer proactive and holistic wraparounds in at-risk workers (including HS seniors) for up to three years following EnRICH completion (Element 2, Investments 1-3).
- *Continued upskilling and wage growth:* While out of scope of this Plan, its design intentionally amplifies existing upskilling infrastructure spearheaded by community partners (Element 4).

Anticipated jobs: Across precision fermentation and EVs, the Plan anticipates placing entry-level workers in stable roles paying close to the region's median wage (\$26 per hour or \$44,000 a year, Lightcast 2022). These roles provide benefits and a living wage (\$23 per hour, per MIT). This

expectation is consistent with EnRICH's median alumni earnings (\$24 per hour). Example roles may include Packaging, Filling Machine Operators, Tenders (\$34,000 regional median salary); and Inspectors, Testers, Sorters, Samplers, Weighers (\$42,000). Participants that continue through this Plan's pathways with additional experience, credentialing, and/or associate degrees can expect an earning potential of \$50,000-70,000, such as Chemical Equipment Operators and Tenders (\$52,000), and First-Line Supervisors of Production Operating Workers (\$62,000; Lightcast 2022).

ELEMENT 6: Partnerships and potential commitments

Engagement model: Plan partners developed this proposal within iFAB's governance and meeting cadence. Every month, the iFAB plenary (30 members) convenes to discuss the state of the industry and local initiatives, such as federal funding opportunities. The concept for this Plan stems from this broader group. The consortium also has several working groups that drive narrower topics, such as private sector coordination and workforce. The second working group comprises the bulk of the Plan's partners and is the forum that enabled co-development and writing of this proposal. Going forward, this Plan will continue to leverage iFAB's collective resources, particularly in recruiting additional industry partners that grow and/or relocate through the Tech Hub initiative.

In its role as applicant and the employer of the RPC, Richland—which has managed over \$115 million in grants, gifts, and capital construction projects over the past seven years—will assume the Plan's central coordinating function. This role entails accountability for the deployment of Implementation funding across grant recipients (Decatur-Macon County EDC, UW, DPS) in alignment with the activities and objectives laid out in this Plan. In the case of extenuating circumstances or learnings that affect the Plan, the RPC will work across partners—in close coordination with the Workforce Ecosystem Officer—to retool the activities as needed.

Alignment and Vision: Collaboration in Decatur is unparalleled. While this Plan has been developed as part of iFAB's vision for an inclusive Central Illinois manufacturing economy, it cites nearly 100 smaller partnerships as enablers. The respective governing boards of the Plan partners are aligned and share board members. Our collaboration has successfully landed economic developments such as two joint ventures between ADM and LG Chem, the Broadwing Clean Energy Complex, Innovafeed (the world's largest insect protein plan), Tillamook County Creamery Association, and the founding of the TCCI + Richland + City of Decatur EV Workforce Academy.

Hiring commitments: Hiring commitments are preliminary yet on track for the Plan's 1,350 target. Decatur's largest employer, ADM, anticipates an annual hiring pace of 500 people at the HS level and 250 with associate degrees (~3,750 non-college jobs over five years). The company already hires from EnRICH and is eager to expand the partnership. Primient expects growth while still determining its hiring needs. TCCI forecasts job growth across all departments from management, engineering, and finance to production, transportation, material management, sales and marketing. Currently base salary and benefits for new jobs will be \$31-\$75 per hour.

Apart from firming up projections from these partners, by Phase II the Plan will have also gathered commitments EnRICH's ~30 other hiring companies and DPS' 60+ internship providers.

State commitments: The state has committed to:

- EV: Use \$70 million from Rebuild IL capital plan to build EV charging stations, prioritizing underserved areas such as Decatur (creating jobs for EV Workforce Academy graduates), allow for up to 100% of income tax withholding for manufacturing investments in underserved areas.
- Biomanufacturing: Issue competitive grants for infrastructure improvements, construction of training facilities, and site remediation and preparation.
- Childcare: Create pilot program covering childcare and transportation costs, supportive services including job readiness supplies, and nonfinancial support including counseling and mentoring.

Local commitments: The City has committed, in partnership with DPS and Richland, to provide free student transportation and improve routes to include childcare locations, training centers, and manufacturing facilities. It has also partnered with WIOA and ProjectREAD to host workforce training and upskilling at Decatur Public Library.

Recompete Eligibility Mapping Tool (REMT) - Main Map Viewer

by Argonne National Laboratory

Search for your area of interest here

Layer List

- Tribal Areas and Pacific Ocean Territories
- Eligible
- Local Labor Markets
- Eligible
- Ineligible
- Local Communities (Combined)
- Eligible
- Partially Eligible
- Ineligible

About

Welcome to the **Recompete Eligibility Mapping Tool**. You can confirm your region's geographic eligibility for the Recompete Pilot Program by looking at which parts of the map are shaded. Note that this map shows eligibility across different types of geographies, so we recommend starting with the search feature at the top to zoom into your area of interest. Use this map to submit evidence of your region's geographic eligibility either by filling out EDA's optional "Recompete Eligible Area and Service Area Template" or by submitting other documentation (e.g., a screenshot of the map or the underlying data).

This tool is best experienced in your desktop browser. Mobile functionality may be limited.

The "Layer List" box in the top right will allow you to switch different colors on and off:

- GREEN STRIPES: Tribal lands and Pacific Ocean Territories, all of which are fully eligible LLMs
- YELLOW: Local Labor Markets that are fully eligible
- DARK BLUE: Local Communities that are fully eligible
- LIGHT BLUE: Local Communities that are partially eligible

Eligible Area	Name of Eligible Area	State or Territory	Geography Type	Market	Total Popul	Age Population	Employed Population	Employment Rate	Employment Gap	Eligible	Count	24-month Unempl	Per Capita Income	Per Capita Income
212	Local Labor Market Decatur, IL	IL	Metropolitan Statistical Area	1950	14331	36474	2754	75.4678427	2.92687934	Eligible	Macon Co.	0.01040214	\$56,548.00	\$32,394.00
213	Local Labor Market Peru, IN	IN	Metropolitan Statistical Area	5740	3610	1832	5435	68.7262278	18.530642	Eligible	Miami Co.	0.03591063	\$40,379.00	\$26,141.00
214	Local Labor Market Michigan City-La Porte, IN	IN	Metropolitan Statistical Area	3340	1284	4374	2954	68.6520389	9.79526318	Eligible	LaPorte Co.	0.043047001	\$49,508.00	\$29,180.00
215	Local Labor Market New Castle, IN	IN	Metropolitan Statistical Area	3520	4857	1953	1267	65.1493919	9.23417013	Eligible	Henry Co.	0.02977143	\$46,346.00	\$26,892.00
216	Local Labor Market Commuting Zone #177	IN	Commuting Zone	177	1811	379	256	63.7034404	6.69532618	Eligible	Crawford C.	0.023275413	\$41,854.00	\$25,961.00
217	Local Labor Market Madison, IN	IN	Metropolitan Statistical Area	3950	3300	1282	833	70.6662723	7.5217474	Eligible	Jefferson C.	0.02037358	\$50,734.00	\$23,494.00
218	Local Labor Market Terre Haute, IN	IN	Metropolitan Statistical Area	4540	8927	6849	4895	71.0947137	7.29759895	Eligible	Clay Count.	0.03828278	\$45,538.00	\$27,744.00
219	Local Labor Market Scottsburg, IN	IN	Metropolitan Statistical Area	4250	2420	9247	8748	72.9208933	9.41501276	Eligible	Scott Count.	0.02331275	\$44,378.00	\$24,251.00
220	Local Labor Market Marion, IN	IN	Metropolitan Statistical Area	3180	6802	2205	1623	74.5289108	3.86235148	Eligible	Grant Cou.	0.03308293	\$46,892.00	\$25,500.00
221	Local Labor Market Commuting Zone #181	IN	Commuting Zone	181	19535	40347	3015	74.1258975	3.67901497	Eligible	LeFlore I.	0.04519422	\$49,716.00	\$29,968.00
222	Local Labor Market Commuting Zone #183	IN	Commuting Zone	183	56171	16975	14691	74.2327044	3.46958763	Eligible	Stark Cou.	0.02257705	\$47,350.00	\$27,100.00
223	Local Labor Market Commuting Zone #224	KS	Commuting Zone	224	3355	3234	212	66.1065713	12.2003307	Eligible	Ellsworth C.	0.02045198	\$50,480.00	\$27,572.00
224	Local Labor Market Commuting Zone #210	KS	Commuting Zone	210	16258	5601	4089	71.8300484	6.95982368	Eligible	Stafford Co.	0.02207798	\$55,654.00	\$29,512.00
225	Local Labor Market Commuting Zone #214	KS	Commuting Zone	214	15344	5157	3736	73.0773376	4.5707048	Eligible	Chautauq.	0.02170586	\$48,313.00	\$25,975.00
226	Local Labor Market Commuting Zone #207	KS	Commuting Zone	207	7800	2511	1853	74.1934347	4.205486728	Eligible	Anderson I.	0.02389936	\$52,810.00	\$28,230.00
227	Local Labor Market Coffeyville, KS	KS	Metropolitan Statistical Area	17700	10626	1826	8040	74.2656575	4.12713451	Eligible	Montgom.	0.02636201	\$43,699.00	\$26,177.00
228	Local Labor Market Commuting Zone #233	KS	Commuting Zone	233	1487	4733	328	74.4892041	3.99002895	Eligible	Norton Co.	0.02686426	\$58,075.00	\$29,497.00
229	Local Labor Market Commuting Zone #206	KS	Commuting Zone	206	40258	1208	3883	74.2566311	3.32676769	Eligible	Neosho Co.	0.02433504	\$48,288.00	\$27,221.00
230	Local Labor Market Commuting Zone #253	KY	Commuting Zone	253	1984	5657	256	38.2948492	40.0538118	Eligible	Nelson Co.	0.05212075	\$35,291.00	\$17,734.00
231	Local Labor Market Middleborough, KY	KY	Metropolitan Statistical Area	3180	2474	911	443	49.0445244	29.3443707	Eligible	Bell Count.	0.05267634	\$41,763.00	\$17,542.00
232	Local Labor Market Commuting Zone #244	KY	Commuting Zone	244	31675	1859	5377	50.9595935	27.8727916	Eligible	Breathitt C.	0.06859697	\$41,024.00	\$19,387.00
233	Local Labor Market Commuting Zone #262	KY	Commuting Zone	262	18142	68003	3787	64.9332088	21.7862712	Eligible	Floyd Cou.	0.06338343	\$41,342.00	\$20,385.00
234	Local Labor Market Commuting Zone #264	KY	Commuting Zone	264	10254	38198	2183	36.8298979	22.228741	Eligible	Knott Cou.	0.06898497	\$41,280.00	\$20,936.00
235	Local Labor Market Commuting Zone #238	KY	Commuting Zone	238	45840	17411	1038	68.0237025	19.7864595	Eligible	Elliott Cou.	0.05621486	\$35,073.00	\$22,052.00
236	Local Labor Market Commuting Zone #249	KY	Commuting Zone	249	68014	29588	1636	60.1622057	19.2225984	Eligible	Wayne Cou.	0.04848325	\$38,310.00	\$20,972.00
237	Local Labor Market London, KY	KY	Metropolitan Statistical Area	3940	14916	57255	3448	60.870165	19.9937491	Eligible	Laurel Cou.	0.04916425	\$40,841.00	\$21,166.00
238	Local Labor Market Commuting Zone #251	KY	Commuting Zone	251	29186	1112	6586	62.0467071	16.34819349	Eligible	Florence Co.	0.05944021	\$39,846.00	\$21,674.00
239	Local Labor Market Commuting Zone #243	KY	Commuting Zone	243	28058	10763	6382	62.8470479	15.5312541	Eligible	Fleming Co.	0.05868493	\$40,830.00	\$20,893.00
240	Local Labor Market Central City, KY	KY	Metropolitan Statistical Area	3420	3101	1101	7407	64.84846	19.3924011	Eligible	Madison Co.	0.06321347	\$40,634.00	\$20,919.00
241	Local Labor Market Mount Sterling, KY	KY	Metropolitan Statistical Area	3440	4613	1764	1178	67.3560091	11.0522243	Eligible	Bath Count.	0.05265775	\$41,138.00	\$23,252.00
242	Local Labor Market Commuting Zone #246	KY	Commuting Zone	246	3038	1858	728	68.0846310	10.2803678	Eligible	Caldwell C.	0.04000863	\$46,846.00	\$26,204.00
243	Local Labor Market Versailles, KY	KY	Metropolitan Statistical Area	3530	1793	6247	4211	68.9251721	9.3342526	Eligible	Mason Co.	0.05189507	\$47,527.00	\$21,427.00
244	Local Labor Market Glasgow, KY	KY	Metropolitan Statistical Area	2380	5492	2032	1364	68.6471155	9.7413852	Eligible	Barren Co.	0.04780371	\$42,822.00	\$23,827.00
245	Local Labor Market Commuting Zone #256	KY	Commuting Zone	256	3710	1873	8042	68.8402896	9.49401248	Eligible	Washington	0.03780626	\$44,829.00	\$25,662.00
246	Local Labor Market Madrasville, KY	KY	Metropolitan Statistical Area	3560	4542	1841	1179	68.9399143	9.04627772	Eligible	Hopkins Co.	0.04792388	\$46,713.00	\$25,323.00
247	Local Labor Market Danville, KY	KY	Metropolitan Statistical Area	1820	54783	1871	1323	69.300807	9.08774995	Eligible	Lincoln Co.	0.04789632	\$43,828.00	\$25,284.00
248	Local Labor Market Campbellsville, KY	KY	Metropolitan Statistical Area	1800	3789	1279	1886	63.9959809	8.79329115	Eligible	Taylor Cou.	0.03875346	\$42,857.00	\$25,397.00
249	Local Labor Market Commuting Zone #242	KY	Commuting Zone	242	36519	1322	8522	63.9243243	9.49639771	Eligible	Cass Co.	0.04056412	\$42,200.00	\$24,834.00
250	Local Labor Market Commuting Zone #245	KY	Commuting Zone	245	46836	1622	1656	70.1432973	8.23957642	Eligible	Breckinridg.	0.02092993	\$42,340.00	\$23,676.00
251	Local Labor Market Commuting Zone #188	KY	Commuting Zone	188	38724	10389	9799	70.599477	7.80223449	Eligible	Dyers Cou.	0.05179562	\$42,103.00	\$25,359.00
252	Local Labor Market Somerset, KY	KY	Metropolitan Statistical Area	4370	64717	4112	1731	71.0174115	7.34124956	Eligible	Pulaski Co.	0.048652251	\$46,807.00	\$23,934.00
253	Local Labor Market Commuting Zone #235	KY	Commuting Zone	235	36741	12717	9061	71.25198123	7.19748974	Eligible	Russell Co.	0.04399132	\$43,234.00	\$23,244.00
254	Local Labor Market Commuting Zone #237	KY	Commuting Zone	237	59471	22057	15732	71.3242614	7.84534882	Eligible	Garrard Co.	0.04000234	\$44,980.00	\$25,370.00
255	Local Labor Market Clarksville, TN-KY	KY	Metropolitan Statistical Area	1730	31635	12623	8438	71.9731744	6.91951267	Eligible	Christian C.	0.04599987	\$47,497.00	\$23,862.00
256	Local Labor Market Commuting Zone #250	KY	Commuting Zone	250	6023	204	1463	71.89077519	6.53805901	Eligible	Cumberland	0.03276788	\$51,001.00	\$20,992.00
257	Local Labor Market Commuting Zone #236	KY	Commuting Zone	236	34653	10262	8914	73.0078125	5.20712569	Eligible	Hart Count.	0.02867688	\$41,693.00	\$23,444.00
258	Local Labor Market Commuting Zone #238	KY	Commuting Zone	238	46843	17021	12477	73.989806	4.99929804	Eligible	Logan Cou.	0.03857384	\$45,088.00	\$25,631.00
259	Local Labor Market Mayfield, KY	KY	Metropolitan Statistical Area	3420	36736	1282	3542	73.0077763	4.88705692	Eligible	Graves Co.	0.044000653	\$47,933.00	\$26,675.00