



CHICAGO COOK
WORKFORCE PARTNERSHIP

A proud partner of the American **JobCenter**® network



2023 ANNUAL REPORT

07.01.22-06.30.23



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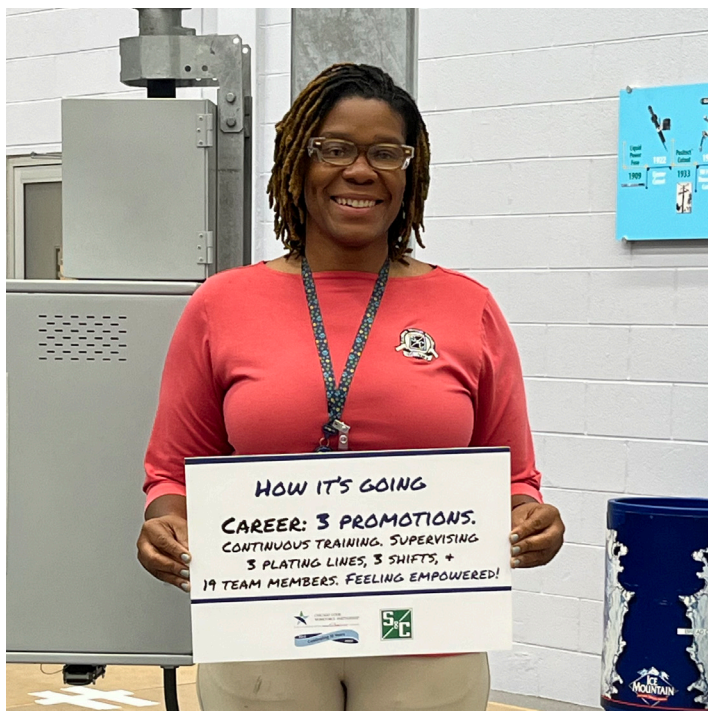
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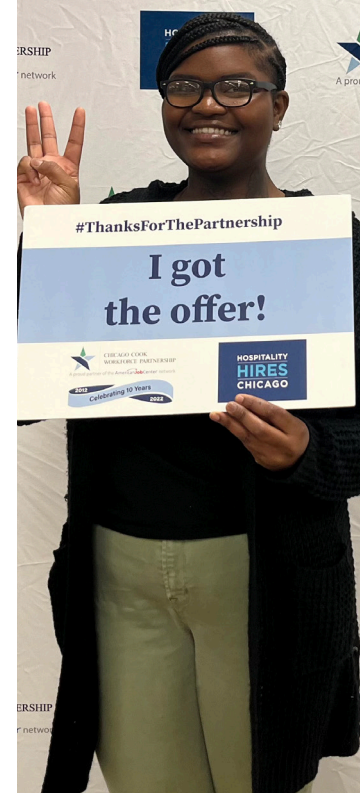


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Message From The CEO

Thank you for taking the time to review The Partnership's Program Year 2022 annual report and learn more about The Chicago Cook Workforce Partnership. I began as CEO of The Partnership in early summer of 2023, and before that I served as a co-chair of its board of directors since 2015. As my seat and perspective changed, my already positive perception of The Partnership's staff and network simply increased.

Whether it's visiting one of the American Job Centers in our network in Chicago and suburban Cook County or meeting career seekers and career providers (employers) at a hiring event, I am consistently amazed by the energy and commitment of all I meet to enrich the lives of those we serve. I have congratulated young adults graduating from paid career-pathway internships and met employers committed to diversifying and upskilling their employees across the region. And while every business wants and needs to make great hires, they benefit from the connection to The Partnership as we connect them with local talent who are motivated and prepared to succeed. Every career seeker I meet is job-ready and excited to advance their career after working within our network of community-based organizations. The Partnership team works every day to serve residents and businesses and enhance the communities in which we all live and work. I hope you enjoy this look at our work and I encourage you to reach out to our network for your regional workforce needs.



George Wright
CHIEF EXECUTIVE OFFICE (CEO)
The Chicago Cook Workforce Partnership





Meet The Partnership

The Partnership is the non-profit umbrella organization that operates one of the largest public workforce systems in the country. As the designated administrator of federal workforce development funding for Chicago and Cook County, The Partnership oversees a network of more than 90 community-based organizations, American Job Centers, satellite sites, and sector-driven centers. The Partnership began in July 2012 with a \$3 million cash advance on a \$30 million budget. Since then, the non-profit has grown from an organization with a sole focus on workforce development programs funded by the federal Workforce Innovation and Opportunity Act (WIOA) to one that in Program Year 2022 supported a diverse portfolio of more than a dozen non-WIOA funded initiatives.





Our Mission:

To create, promote, and effectively manage a network of workforce development organizations that:

Design innovative solutions to address business needs, and prepare individuals for and connect them to career opportunities.



Our Vision:

Every person has the opportunity to build a career; every business has the talent to grow and compete in a global economy.





Principles



QUALITY

We commit to continuous improvement. We aspire to a standard of excellence that ensures the delivery of high caliber services for all stakeholders while identifying opportunities for further growth.



TRANSPARENCY

We clearly communicate our expectations, policies, and processes to stakeholders and partners. We openly and publicly share the results of our initiatives.



INNOVATION

We design and implement initiatives that result in dynamic outcomes for businesses and job seekers alike. We seek creative solutions to current and future workforce development challenges.



DIGNITY OF WORK

We believe in the value of work and the mutually beneficial impact that it has on individuals and the companies that employ them. We support investment in human capital as a means of strengthening local communities and the regional economy.



EQUITY

We intentionally acknowledge systems of oppression when providing the resources and supports people need to reach their full economic and human potential. We actively work to eliminate disparities people experience based on race/ethnicity, disability, background, gender, age, sexual orientation, or economic and educational status. We partner with employers who share our belief and are committed to the idea that all residents of our region can achieve a meaningful career that provides family-sustaining income.



FINANCIAL RESPONSIBILITY AND STEWARDSHIP

As stewards of public, private, and philanthropic funds, we ensure effective and efficient management of our resources to achieve the maximum returns on investment and greatest impact on the business or individual served.



COLLABORATION

We strategically engage a variety of local, regional, state, and national partners in workforce and economic development to ensure program effectiveness. The breadth of these activities allows us to connect businesses and individuals to a wide array of resources.

Partnership 501c3 Non Profit Board of Directors



Jacki Robinson-Ivy
CO-CHAIR
Northern Trust



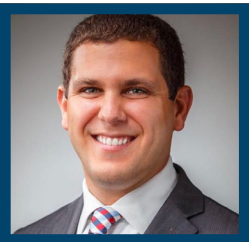
Smita Shah
CO-CHAIR
SPAAN Tech



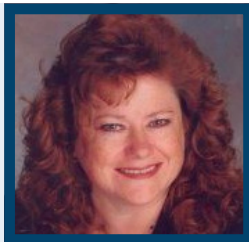
Haven Allen
mHUB



Adam Hecktman
For Good Advisory



Michael Jacobson
Illinois Hotel &
Lodging Association



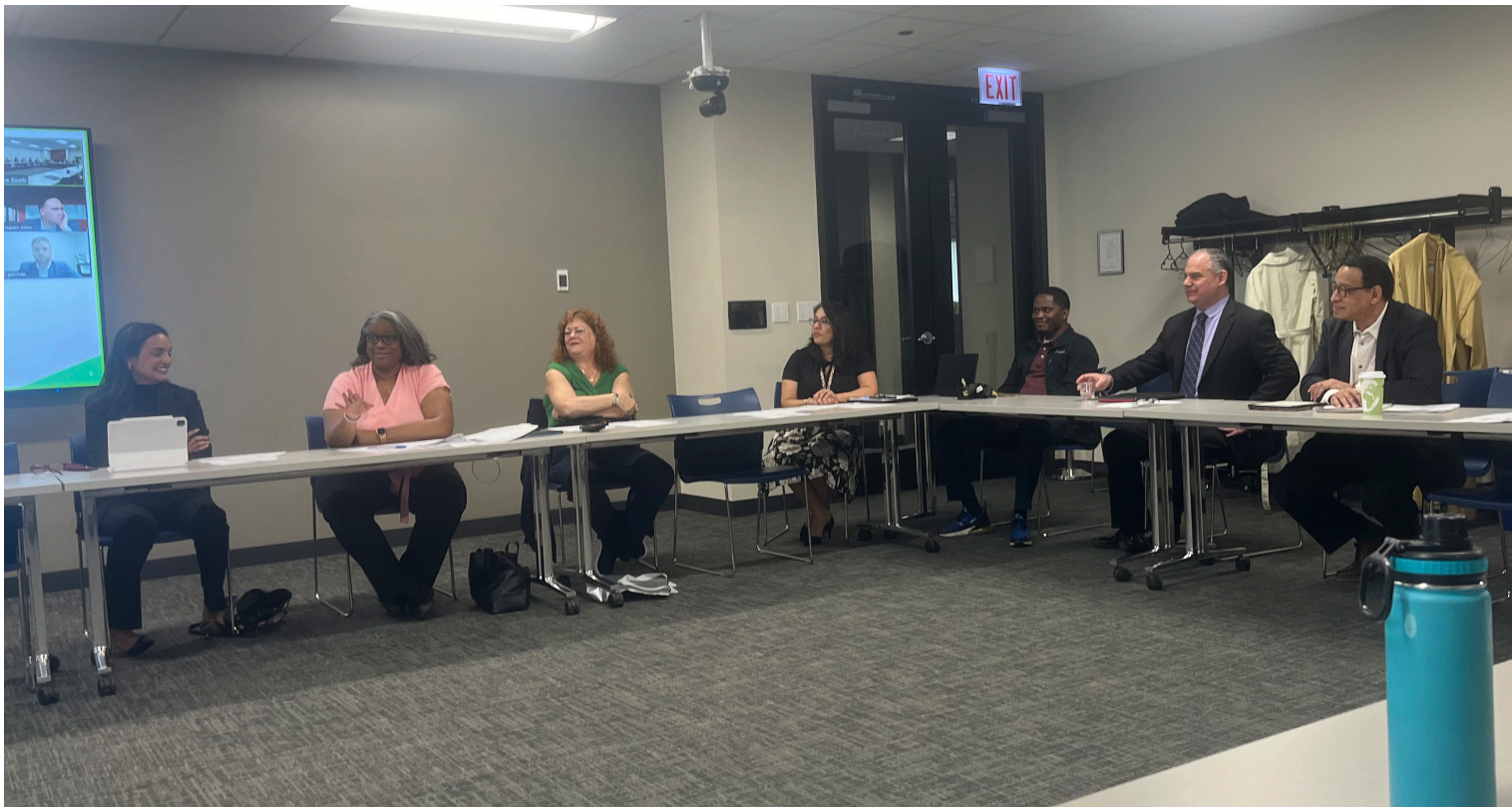
Pam McDonough
McDonough Enterprises



Marc Schulman
Eli's Cheesecake



Liisa Stark
Union Pacific Railroad



Workforce Innovation Board of Directors



Jacki Robinson-Ivy
CO-CHAIR
Northern Trust



Smita Shah
CO-CHAIR
SPAAN Tech



Haven Allen
mHUB



Colin Cosgrove
S&C Electric
Company



Michael Fassnacht
World Business
Chicago



Don Finn
IBEW
Local 134



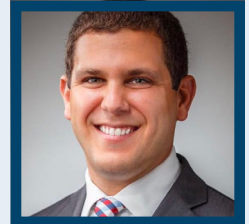
Xochitl Flores
Cook County
Bureau of Economic
Development



Jennifer Foster
Illinois Community
College Board



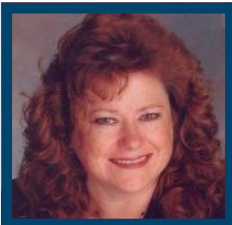
Adam Hecktman
For Good
Advisory



Michael Jacobson
Illinois Hotel &
Lodging Associa-



Rahnee K. Patrick
Illinois Department
of Human Services



Pam McDonough
McDonough
Enterprises



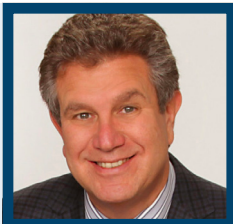
Donovan Pepper
Walgreens



Robert Reiter Jr.
Chicago Federation
of Labor



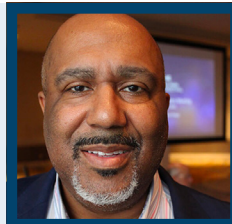
Juan Salgado
City Colleges
of Chicago



Marc Schulman
Eli's Cheesecake



Liisa Stark
Union Pacific
Railroad



Jason Spigner
Sinai Health System



Carrie Thomas
Illinois Department
of Employment
Security



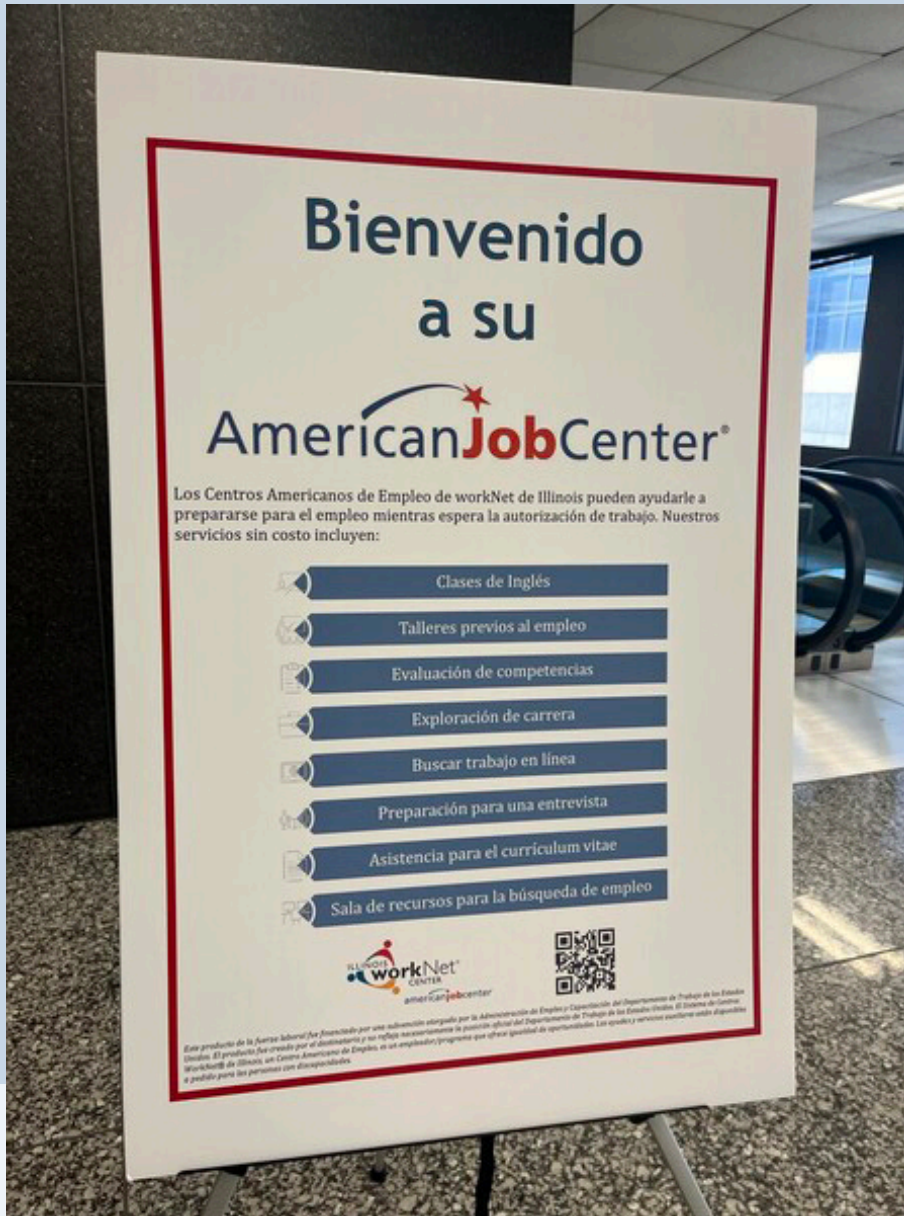


Serving Career Seekers and Career Providers (Employers)

Workforce Innovation and Opportunity Act (WIOA) Investment

The Partnership is the designated administrator of federal Workforce Innovation and Opportunity Act (WIOA) funding for the City of Chicago and the 132 municipalities within Cook County.

Over the past Program Year, The Partnership invested more than \$50 million in WIOA funding in support of comprehensive workforce development services for more than 9,300 customers including adults, dislocated workers and both in and out of school youth (ages 16-24). Career seekers can receive basic and individualized career services, including occupational training at no cost. The Partnership met or exceeded performance expectations in serving these customers by helping them gain new skills and secure long-term employment with good wages.



AMERICAN JOB CENTERS:

The Front Doors to the Regional Workforce Network

The Partnership oversees a network of more than 90 community-based organizations made up of American Job Centers, satellite sites, and sector-driven centers.

The ten American Job Centers (AJCs), five in suburban Cook County and five in Chicago, offer a range of employment services for adults, out-of-school youth, job seekers, incumbent workers, and businesses.

AJC's are a great way for a job seeker or employer to reach out to and get to know our network, online by visiting [LevelUpAJC.org](https://www.LevelUpAJC.org) or by calling a toll free number: **800-720-2515**.



The “One-Stop Operator”: scaleLit and The Partnership

The Partnership contracts with scaleLIT as the “one-stop operator” to assist in coordination and oversight of the AJC network. Throughout the past program year, the scaleLIT team hosted regular monthly partner meetings and provided customized resource newsletters highlighting programs and upcoming events at each of the ten AJCs. As the one-stop operator, scaleLIT also led working groups focused on gathering partner input to develop system-wide solutions. The team released an AJC manual to be used for onboarding and cross-training staff; and began piloting a universal referral system allowing to send and receive customer referrals between partners and offices in the network.

A Graduation at an AJC

In June of 2023, two delegate agencies in The Partnership’s network, Central States Ser and SERCO, hosted a high school graduation ceremony for **26 students who earned their Graduate Equivalent Degrees (GEDs)**. The ceremony was held at The Partnership’s AJC in North Riverside. The graduates were enrolled in the free program that helped them earn their GEDs; the program is supported by federal WIOA funds allocated through a Partnership grant.

The ceremony was attended by cheering family members who recorded and photographed the event. Along with their degrees, each student was given a plant that symbolized their growth during the program.



Gaining the Skills to Get the Job and Build the Career

Individual Training Accounts (ITAs):

Pursuant to Workforce Innovation and Opportunity Act (WIOA) requirements, occupational training is provided free of charge through Individual Training Accounts (ITAs) to regional career seekers. ITAs are tuition vouchers that residents can use to cover the cost of training to earn industry-recognized credentials, certifications, or degrees from training providers in The Partnership's network.

In Program Year 2022, The Partnership invested **more than \$16 million in more than 2,900 ITAs**. Nearly 80% of the career seekers who received training through the ITA program successfully completed training and almost 75% of them became employed.

Apprenticeship Programs:

The Partnership has placed over 600 individuals into registered apprenticeships. We link career seekers with contractors on small and large construction projects affiliated with 27 construction trade unions.

Data shows that **94% of those who complete an apprenticeship retain their employment**.

Over the past Program Year, The Partnership enrolled **46 career seekers** into Department of Labor certified registered apprenticeship programs.

Skilled Trades Career Fair 2023

The Partnership collaborated with the City of Chicago and Chicago Public Schools (CPS) to host a three-day, in-person Skilled Trades Career Fair at McCormick Place, March 1-3, 2023. The event offered approximately 3,000 CPS students, including 7th and 8th graders and upper classmen, an up-close look at postsecondary opportunities within the skilled trades, networking and the opportunity to learn directly from hundreds of experts in the fields including architecture, STEM, engineering, construction trades and related sectors. A career in the skilled trades can offer family-sustaining wages with stability and long-term potential but requires training. This event exposed young people to these opportunities and connected them with skilled trade employers and successful entrepreneurs.



Programs for Employers:

The Workforce Innovation and Opportunity Act (WIOA) provides a variety of resources to support employers and prospective employees alike. These tools promote professional development, job retention, and career advancement through a variety of occupational training models, including On-the-Job Training (OJT) and Incumbent Worker Training (IWT).

OJT reimburses up to 50% of new employee training wages and costs for the first six months or 1,040 hours of employment. The trainee participant is an employee of the company actively engaged in “hands-on” experiential learning, acquiring the technical skills necessary for success in the new role. The training is provided by the employer.

IWT reimburses an employer for job-specific skills training provided to its existing employees. Funded training must positively and substantively affect the qualifications of the employee for advancement in their field. The goal is to grow the skilled labor pool for the entire economic region, as well as to open up entry-level opportunities left vacant by the advancement of trainees.

PROGRAM YEAR 2022

The Partnership reimbursed employers:

MORE THAN

\$1.5 MILLION

FOR

417

On-the-job
Trainings

179 Adults

15 Youth

223 Dislocated
(Laid Off) Workers

MORE THAN

\$500 THOUSAND

FOR

**IWT
Projects**

230 Employees

18 Separate Training Projects
in Manufacturing, IT, and
Healthcare Sectors

Programs for Youth

Workforce Innovation and Opportunity Act (WIOA) requires that 75% of youth funds must be directed to out-of-school youth; serving this community is a strong focus of The Partnership's work. We fund 41 agencies in The Partnership's network that serve youth and young adults.

The Partnership will invest more than
\$16.5 MILLION
in federal WIOA funding to June 2024 to serve youth (ages 16-24) in Chicago and suburban Cook County.

\$2 MILLION To serve youth in school

\$2 MILLION In Individual Training Accounts (ITAs) to give youth access to training in high-demand, high-growth industries

MILLION To serve youth out-of-school

Chicago & Cook County Young Adult Workforce Development Portal

Roadtrip Nation is a nonprofit organization that tells real career stories and empowers people to connect their interests to fulfilling lives and careers. The Partnership collaborated with Roadtrip Nation to launch the Chicago Cook Young Adult Workforce Development Portal, an online career exploration resource. As part of the collaboration, Roadtrip Nation developed a customized work-based learning digital program that leverages content from interviews with Chicago leaders to help young adults explore the opportunities right in their own communities. This resource, the Roadtrip Nation Experience, walks participants through online lessons that guide a career exploration experience by identifying career interests, researching opportunities, and conducting an informational interview with a leader in the chosen field, all with self-reflection and assessment activities.

In 2022 and 2023 Roadtrip Nation and The Partnership continued to support young adults via the Portal, connecting young adults with resources and stories in their own backyards. The website includes five industry-focused video segments featuring 10 leaders from across the Chicago and Cook County regions. In early 2023 Roadtrip Nation expanded access to these Chicagoland stories through their partnership with PBS LearningMedia, making them accessible to 1.4 million educators across the country.





Working with Partners and Funders to Create Programs to Build Careers and Help Businesses Thrive

Chicago Community Health Response Corps: Braiding Community Health and Workforce Development to Provide Equity and Outreach throughout the Region

In July 2022, the work of Chicago's COVID-19 Community Response Corps expanded beyond contact tracing to foster COVID-19 recovery and prevention by focusing on closing the racial life expectancy gap in Chicago. The Corps changed its name to the Chicago Community Health Response Corps (CHRC), to reflect the expanding nature of the Corps' initiatives and impact. The CHRC expanded its work to help residents access reliable information, recovery support (e.g., economic, and social programs and services), and specific health resources.

The Corps' Focus:



Staffing ongoing community-led and city-led events, such as Swap-O-Rama Flea Market and Colleges of Chicago vaccination sites, to assist with line management, vaccine scheduling, outreach, and logistics.

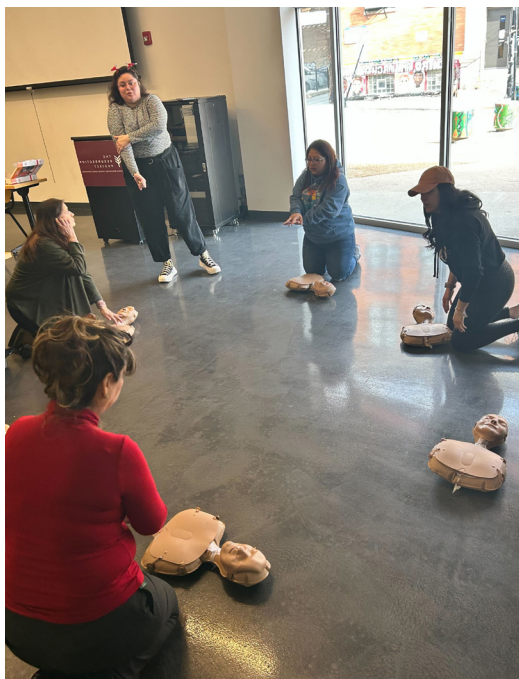
Staffing the Call Center and Resource Coordination Hub's inbound hotline:

Corps members answered inbound calls from community members calling the hotline.

Corps members provided services, including but not limited to, responding to questions/answers on COVID-related issues, MPox, flu vaccine scheduling, diabetes prevention programs as well as directing to other helpful local resources.

Corps members conducted hyperlocal outreach and canvassing in Chicago's lowest-vaccinated neighborhoods

Corps members conducted outbound call projects for vaccine follow up, updated COVID-19 vaccines, flu vaccine reminders, follow up calls from in person events connecting residents to local resources.



Corps members hosted community events to teach community based organization staff, clients and residents Bystander CPR, and how to respond to emergencies.

Community-Based Organizations That Employed Corps Members

- Alliance Center 360/Brothers Health Collective
- Calumet Area Industrial Commission
- Centers for New Horizons
- Central States SER
- Greater West Town Community Development Project
- Habilitative Systems
- KLEO Community Family Center
- Phalanx Family Services
- Puerto Rican Cultural Center
- SGA Youth and Family Services
- The Resurrection Project
- Lawrence Hall
- Safer Foundation



Throughout the year, Corps members attended workforce development training in preparation for their next careers. Resume writing, creating an elevator pitch and interviewing skills workshops were offered to all members. In June 2023, The Partnership held a hiring event to connect Corps members with healthcare career opportunities. More than 100 Corps members and 20 employers connected at the event.

About a quarter of the Corps members who attended reported finding their next job at the event! Many transitioned to positions in the Healthcare sector, including supervisory and lead roles, patient experience representatives, and community health workers.

National Disaster Worker COVID Disaster Recovery Grant

From April 2020 to March 2023, the Disaster Recovery Grant served some of Chicago and Cook County's most economically vulnerable residents.

Utilizing this funding, The Partnership administered \$5 million in workforce and humanitarian services through eight delegate agencies and 11 community-based worksites that provided businesses and job seekers workforce services and humanitarian assistance. Through the grant, the 11 worksites provided temporary employment and payroll for workers who offered high-need African American and Spanish speaking communities COVID-19 awareness information and testing, preventive education, and recovery efforts. This outreach also targeted the unhoused, older residents, food-insecure populations and the sanitation needs of businesses. The eight delegate agencies in The Partnership's network

offered the temporary workers access to career, employment, and training services. Participating employers were incentivized to access On-the-Job Training (OJT) services, which offset the cost of training the temporary workers with new skills, in unsubsidized jobs.

Overall, the Disaster Recovery Grant funded **\$2.5 million in wages for 160 temporary workers during the pandemic;** 61 were offered unsubsidized work through OJT. Participating employers accessed \$300,000 dollars through OJT and an additional 43 workers found temporary jobs at different companies. In all, **99 job seekers accessed \$770,000** to fund OJT that upskilled their employees in this very challenging time.

As part of the Disaster Recovery Grant, BEDS Plus, whose mission is to help vulnerable individuals stabilize their lives through housing and supportive services, employed 30 temporary workers to provide services to the homeless. The American Job Center in North Riverside provided case management services for all the temporary workers and promoted the employer's services to BEDS Plus.

This resulted in BEDS Plus receiving **\$60,000 of On-the-Job Training funds** and the upskilling of 10 employees who obtained unsubsidized employment.




| Delegate Agency | Community-Based Organization Worksite |
|---|--|
| American Job Center @ Daley College Serving Chicago's Southwest Side | Greater Chicago Food Depository |
| American Job Center in Pilsen Serving Chicago's Near West Side | Cara Northwest Center (at the time Northwest Housing Center) Top Box Food Inc. |
| American Job Center @ Truman College Serving Chicago's North Side | The Board of Trustees of the University of Illinois |
| American Job Center in North Riverside Serving Cook County's Southwest Suburbs | BEDS Plus |
| American Job Center @ Prairie State College Serving Cook County's South Suburbs | Respond NOW Bethel Family Resource Center |
| St. Sabina Family Resource Center (with support American Job Center in North Riverside Serving) | Greater Auburn Gresham Development Corp. |
| American Job Center in Maywood Serving Cook County's Western Suburbs | Housing Forward |
| American Job Center in East Garfield Park Serving Chicago's West Side | South Shore Works Planning and Preservation Coalition |

Sinai Urban Health Institute (SUHI)

Sinai Urban Health Institute (SUHI) also utilized Disaster Recovery Grant funds successfully. SUHI concentrates on matters of health equity, using evidence-based approaches to address health disparities in some of Chicago's most underserved and disadvantaged communities.

Through this collaboration, **32 job seekers** were provided training as Community Health Workers. SUHI partnered with five Partnership delegate agencies to provide career assessments, training, and employment services and **70% found employment.**

Delegate Agencies Sinai Urban Health Institute (SUHI) has formed partnerships with:



St. Sabina
Employment
Resource Center



Calumet Area
Industrial
Commission



Central States
SER



American Job Center
@ Daley College



YWCA

GOOD JOBS CHICAGO:

Employers Working Together to Create Good Jobs and Find the Workforce They Need

In August of 2022, The Partnership received an \$18.5 million U.S. Department of Commerce Economic Development Administration (EDA) Good Jobs Challenge grant for employer-led workforce development. Chicago's proposal, submitted with the support and assistance of the City of Chicago, World Business Chicago and Cook County, was one of 32 awardees out of 509 applications.

The EDA launched the \$500 million Good Jobs Challenge to get Americans into quality jobs by building and strengthening systems and partnerships, bringing together employers who have hiring needs with other key entities to train workers with in-demand skills that lead to good-paying jobs.

The winning proposal, dubbed Good Jobs Chicago, is an employer-led, community driven initiative to promote economic resiliency and growth for Chicago and Cook County. The region enjoys strong, proven, and ready-to-scale sector partnerships for healthcare, information technology, manufacturing, and transportation/distribution/logistics (TDL). Good Jobs Chicago will create durable, resilient talent pipelines through to mid-level jobs, linking Chicago's un/underemployed residents into jobs that pay family wealth-building wages. Good Jobs Chicago is focused on meeting the needs of communities suffering from intergenerational poverty exacerbated by the pandemic, particularly on the South and West sides of Chicago and Cook County.



Good Jobs Chicago Backbone Organizations

MANUFACTURING

The Cook County Bureau of Economic Development, the lead convener of the successful south suburban collaborative, the Calumet Manufacturing Industry Sector Partnership.

TRANSPORTATION/ DISTRIBUTION/LOGISTICS

Olive-Harvey College, a member of the public City Colleges of Chicago system, which serves 77,000 students annually, in partnership with YWCA, The Partnership's TDL Sector Center, will work together in leveraging existing programs, employer advisory committees, and employer partnerships.

HEALTHCARE

Health & Medicine Policy Research Group, Illinois's leading health workforce research and policy organization, houses a coalition of 12 of Chicago's major health systems and more than a dozen strategic partners.

INFORMATION TECHNOLOGY

P33 staffs the Chicago Tech Talent Alliance, composed of more than 50 businesses that collaborate on joint talent solutions.

Support agencies include Chicagoland Workforce Funder Alliance (organizing and staffing a community of practice across the backbone organizations, coordinating shared strategies around partnerships, systems change, and worker empowerment); World Business Chicago (employer relationships across all four sectors, coordination with City of Chicago Mayor's Office and other public workforce investment funds); LISC (financial literacy); and Women Employed (inclusive workplaces and equity training).

The phases of Good Jobs Chicago include System Development, which will capitalize on opportunities and tackle structural challenges; Program Design, which involves engaging employers to create high-value programs, and Program Implementation: training candidates to fill industry needs. Backbone entities, employers, and other stakeholders will design training programs that fit employer needs and are tied to employer hiring commitments. Occupational skills training, credential programs, on the job training, apprenticeships and incumbent worker training initiatives will focus on 16 high demand, high growth occupations across the four target sectors, with a total of 2,000 individuals trained and 1,800 placed over the three-year life of the grant.

CHICAGO HOUSING AUTHORITY:

Turning Dreams into a Career

The Partnership works with the Chicago Housing Authority (CHA) through the CHA JobsPlus program, funded with a \$1.8 million CHA grant. The comprehensive job training program serves CHA residents and Housing Choice Voucher (HCV) recipients, providing career coaching, job training, and employment services. **More than 2,500 CHA residents have enrolled in Partnership programs.**

The program's goal is to help CHA residents find fulfilling careers that put them on a path to long-term employment. The program focuses on helping participants improve their resumes and interview skills to compete for jobs in high-growth industries such as Healthcare, Information Technology, Manufacturing, and Construction.

Services Include:

- Placement into family-sustaining employment
- Computer skills training
- Technical skills training
- Interviewing skills training
- Resume building



Partnering with the AARP Foundation to Support Older Workers in Today's Workforce

The Partnership's Back to Work 50+ program, funded by AARP Foundation, is designed to help people aged 50+ who want to gain confidence and skills while exploring opportunities to compete and succeed in today's workforce. While many workers aged 50+ are raising children and helping aging parents, more than three million are also looking for full-time employment.

Nearly 4,000 people have enrolled in the Back to Work 50 + Initiative. Some engage in its primary programming, called Job Campaign using the 7 Steps Smart Strategies for 50+ Jobseekers, while others seek additional training.

700

PARTICIPANTS REPORTED FINDING A JOB

after participating in the program,
while others used the skills gained to
seek employment later or continued
training in specific areas of interest.

Participants Benefit From Workshops That Focus On:

- The latest and best job-hunting techniques
- Individualized career counseling
- Job coaching and skills development
- Training resources
- Needs assessments
- Referrals to supportive services that serve workers aged 50+



Phillip Curtis and Leroy Rogers are now employed!

After engaging with The Partnership's digital literacy training and the BACK TO WORK 50+ program, both men say they benefited from the job readiness coaching and resume writing and interview skills training they received from The Partnership team.



The most rewarding thing that I have found about being a Program Coordinator for The Partnership is the **personal connections I make with the 50+ participants**. By offering support, having meaningful conversations, and assisting with professional development and training, I know I am making a difference in someone else's life.

That is the best feeling ever.

Darlene Hendrix

CHICAGO COOK WORKFORCE
PARTNERSHIP PROGRAM COORDINATOR



Free Virtual Workshops June 2023

Visit ChicCookWorks.Org/Workshop to register

Monday, June 5

Getting Started with Microsoft Excel

9 am to 10:30 am

Formulas in Microsoft Excel

11 am to 12:30 pm

Monday, June 12

Charts in Microsoft Excel

9 am to 10:30 am

PivotTables in Microsoft Excel

11 am to 12:30 pm

Wednesday, June 7

Functions in Microsoft Excel

(SUMIF, SUMIFS, AVERAGEIF, AVERAGEIFS)

9 am to 10:30 am

VLOOKUP Function in Microsoft Excel

11 am to 12:30 pm

Wednesday, June 14

Getting Started with Google Sheets

9 am to 10:30 am

Google Sheets Workshop

(Functions, Charts, PivotTables)

11 am to 12:30 pm



DIGITAL LITERACY:

Removing Technology as a Barrier to Employment

The Partnership works to remove barriers to obtaining a successful, meaningful career. It is challenging to undertake a career search, or be successful in today's high-demand, high-growth sectors, without a level of digital literacy. To that end, The Partnership hosts online, free, digital literacy workshops in English and Spanish. Over the past program year, nearly 1,000 residents registered for 130 webinars. Topics included LinkedIn: Professional Social Media Resume Development; Job Search Tools; learning how to use Microsoft Office and Google and more.





OUTREACH IN SUBURBAN COOK COUNTY:

Serving Career Seekers and Career Providers (Employers) from Wheeling to Chicago Heights

In 2002, Cook County allocated \$15 million in American Rescue Plan Act (ARPA) funds to The Partnership to launch and expand programs to address the urgent hiring needs of employers, scale programs to connect young adults to sector focused training and paid internships, provide employment programming to people with prior justice system involvement and increase outreach and service navigation for people with disabilities and other barriers to employment from April 21, 2022 to March 31, 2025. The Partnership is administering this suite of programs and estimates it will impact 500 businesses and approximately 14,000 residents of Cook County.



Career Connector Programs

Young Adult Program: Opportunity Works and Opportunity Summer

In 2017, working with the Office of Cook County Board President Toni Preckwinkle and private funders, The Partnership created Opportunity Works and in 2022, Opportunity Summer was born. The programs provide paid internships for opportunity youth (young adults 16-24 years old who are out of school and unemployed) in suburban Cook County. The County's funding covers the wages, connecting interns with businesses in high-growth, high-demand sectors, and exposing them to careers they may not have considered in Manufacturing; Information Technology; Healthcare; and Transportation, Distribution and Logistics. Both programs are available to all suburban Cook County young adults.

Opportunity Works is an 8-week, year-round paid internship program. Cook County's investment of American Rescue Plan funds allowed the Opportunity Works program to double the young adults it assists, growing from 200 to 400 young adults served. The program pays the intern wages of \$15 an hour, for 25 hours a week.

Opportunity Summer is a 7-week paid summer internship program that provides a foundation for future full-time employment. This summer program, which began in 2022, serves 200 interns, who earn \$15 an hour, for 25 hours a week.



As of June 2023:

More than

1,600

YOUNG ADULTS

have been served
by the program.

More than

240

EMPLOYERS

have participated
in the program.

Nearly

86%

OF PARTICIPANTS

completed an internship and successfully
moved on to school or work within six
months of enrolling in the program.

Cook County Career Connector Events

In May of 2022, Cook County Board President Toni Preckwinkle announced the launch of The Cook County Career Connector Program. The Program consists of hiring events in Cook County, largely at suburban Cook County sites within The Partnership's network, promoting a more inclusive and equitable economy as Cook County emerged from the pandemic, by connecting residents to quality jobs and connecting employers to a skilled and diverse talent pool.

Throughout Program Year 2022, there were approximately 12 events, attended by more than 1,200 career seekers and nearly 400 career providers (employers).



Career Pathway Navigator Program

In 2023, The Partnership and Cook County launched the Cook County Career Pathways Navigator program to support individuals with disabilities and connect them with organizations to help them with their career paths. The Partnership also produced an episode of its podcast [Hire Frequency](#) about the program, interviewing a professional with a disability and his employer.



In July, 2023, during Disability Pride Month, The Partnership held a press conference to highlight the program and provide focus on this regional talent pool and the employers who hire them.

The Road Home for Returning Residents

In partnership with Cook County’s Justice Advisory Council, The Partnership embarked on a groundbreaking journey in early 2022, introducing the Reentry Navigation Initiative: The Road Home. This 34-month demonstration project was designed to cater to the comprehensive needs of individuals returning to Cook County from incarceration within Illinois’ penal institutions.

Since its inception, this program has enrolled more than **160 eligible participants**, commencing a holistic reentry process that begins pre-release and addresses the multifaceted challenges they face upon reintegration into the community, surpassing the initial target of serving 150 participants.

More than 7% of the individuals benefiting from The Partnership’s federally funded job programs self-identify as ex-offenders, underscoring the critical role of comprehensive reentry support. Central to this visionary initiative is a strong focus on workforce development, occupational training, and facilitating permanent, unsubsidized job placements for returning residents.

As part of the strategic sustainability plan, Cook County’s investment of ARPA funds allowed the program to extend its reach, assisting additional individuals who have returned to the community but still encounter barriers to employment.

Over the past Program Year, The Partnership served more than **900 returning residents**. Among those served, nearly **400 participants successfully secured employment**. These returning residents achieved an average wage of more than **\$25 an hour**, with more than half of those careers in the manufacturing and transportation sectors.

Returning residents:

| | |
|------------|--------------|
| 792 MALES | 660 BLACK |
| 99 FEMALES | 161 HISPANIC |
| 19 OTHER | 112 WHITE |
| | 112 OTHER |





In April of 2023, Cook County Board President Toni Preckwinkle announced the expansion of its **Reentry Navigation Initiative: The Road Home program** serving residents returning from incarceration, as part of Second Chance Month observance.



The announcement highlighted the County's investment of an additional \$450,000 in federal ARPA funds to expand the Road Home program, allowing The Partnership serve those already 'home,' post-release, in suburban Cook County. The Road Home expansion provides navigation, career coaching, training, support services and paid work experience to participants.

This initiative includes an emphasis on workforce development, occupational training and permanent unsubsidized job placement.



Helping Regional Employers Make a Great Hire!

Working with Employer Partners

The Partnership takes an industry-centered, demand-driven approach to workforce development rooted in the region's seven high-growth, high-demand sectors:



Business and Professional Services



Manufacturing



Healthcare



Transportation, Distribution, and Logistics



Information Technology



Construction/Skilled Trades



Retail, Culinary and Hospitality & Tourism

High-Growth, High-Demand Sector Centers

To further support the region's employers, The Partnership created four industry Sector Centers to meet employer needs through access to federally funded resources. The sectors include Healthcare, Hospitality and Tourism, Information Technology and Transportation, and Distribution and Logistics. The Sector Centers deliver recruitment and retention services to employers.

These services include but are not limited to:

- Coordinating recruitment events for large or small hiring needs.
- Promoting work-based learning, such as apprenticeship programs that provide new skills to entry-level employees to increase employee retention.
- Providing applicant pre-screening services to ensure a business is presented with a qualified talent pool from which to choose potential employees.
- Implementing train-to-hire initiatives to create a pipeline of pre-trained new hires who are ready to "hit the ground running" and enhance employer services.
- Working with employers to create customized training plans and develop innovative programs for current employees and new hires.
- Connecting employers to tax incentives and training reimbursement grants to create cost savings that can be reinvested in a business.

The Partnership's Healthcare Sector Center

Over the past program year, The Partnership's Healthcare Sector Center, operated by Equus Workforce Solutions, recruited for nearly **250 job openings** and placed **160 individuals** into healthcare employment serving **31 healthcare employers**.

The Sector Center has worked with more than 50 healthcare organizations. These include Chicagoland's large health systems such as Northwestern Medicine and NorthShore Edwards-Elmhurst Health and community-based 'neighborhood' health clinics such as Tapestry 360, Erie House, and Esperanza Health Clinics, that are so pivotal to the region's healthcare ecosystem.



Workforce shortages in healthcare continue, so the Healthcare Sector Center partnered with a Chicagoland Health System Initiative 'Healthcare Forward,' to engage and attract people living on Chicago's south and west sides to employment in the healthcare sector and specifically for one of the Health Forward participating healthcare organizations, Advocate Aurora Health, Sinai Chicago, or University of Chicago Medicine Center. The first cohort started in January 2022 and nearly 30 career seekers who participated were hired into an entry level position at one of the participating hospital systems. The second cohort is underway.



Jackee E. is a wonderful young man who has demonstrated a tremendous amount of courage and leadership. He is very intelligent, kind, **and only time will tell how far he can grow in his career.**

Maurice Jordan

EQUUS WORKFORCE SERVICES

Jackee E. was referred to the Healthcare Sector Center from St. Sabina Resource Center. Jackee needed to find a job to help his family as a parent was battling cancer.

Jackee has a high school diploma. He was invited to attend a customized job readiness workshop where he could learn interview skills. In May of 2023, Jackee was offered the position of Patient Escort at Northwestern Medicine. This employment included (OJT) On-The-Job-Training during which Northwestern Medicine was reimbursed for 50% of Jackee's hourly wage for an agreed upon number of weeks. The OJT provided Jackee with the opportunity to get hands-on training while also receiving career support from his case manager. Jackee also received program supportive services such as a transportation card covering his public transportation commute costs.

The Partnership's Information Technology (IT) Sector Center

Over the past program year, The Partnership's Information Technology (IT) Sector Center, operated by National Able, recruited for more than **230 job orders** for more than **600 job openings**.

IT is entwined into nearly every facet of our personal and professional lives and is one of the fastest growing and strongest job sectors in Chicago and Cook County, and throughout the country. The IT Sector Center focuses on providing access to career opportunities in this sector to residents of Chicago's 77 neighborhoods and surrounding suburbs and providing local and regional employers with eager, energized, and trained professionals.



Carmencita D., a U.S. Marine Corps veteran, completed IT Infrastructure training in networking and systems administration. Upon completion, she was referred to The Partnership's IT Sector Center where a career coach supported her with resume building and interviewing skills.

Carmencita benefited from On the Job training and was offered a full-time role as a Sector Center Help Desk Support Specialist in February 2023.

Transportation Distribution and Logistics (TDL) Sector Center

Over the past program year, The Partnership's Transportation, Distribution and Logistics (TDL) Sector Center, operated by the YMCA, recruited for **nearly 600 positions**, working with **approximately 100 employers**.



“

Juan has a great work ethic and is very charismatic, He is eager to learn, and has a positive attitude in the work environment. Students who worked with Juan indicated that he was extremely helpful.

Agata R.
BEST SOLUTIONS
SITE MANAGER

In the past program year, the Transportation Distribution and Logistics (TDL) Sector Center enjoyed a new On-the-Job Training (OJT) relationship with Blue Horizons Truck Driving School. The Sector Center's employer-partner hired Juan A. for a full-time position; he was subsequently promoted to a position with company-partner Best Solutions Trucking.

The Partnership is committed to ensuring residents of historically underrepresented communities find careers in the TDL Industry. The Sector Center works with employer-partners such as Blue Horizons Truck Driving School and Best Solutions Trucking to provide candidates with On-The-Job Training (OJT) opportunities. Through OJTs, businesses may receive up to a 75% reimbursement of new employees' wages and their costs of training, allowing the business to remain competitive as staff obtains new skills while the career seeker "earns and learns" at the same time. Programs like this allow the Sector Center to fulfill its commitment to providing business services to a variety of employers, including small, growing companies such as Blue Horizons Truck Driving School.

Hospitality and Tourism Sector Center

Over the past program year, The Partnership's Hospitality and Tourism Sector Center, operated by Pyramid Partnership, Inc., assisted **more than 250 businesses**, supported hiring for **over 1,500 positions** and placed nearly **250 career seekers** into employment.



The Hospitality and Tourism Sector Center collaborates with delegate agencies, American Job Centers, and The Partnership's other Sector Centers to provide suburban Cook County and Chicago businesses and career seekers with a robust array of WIOA services centered on this vital industry during its most critical moment.

Carolyne King

CEO
PYRAMID PARTNERSHIP, INC.

Employer Tiarra A. of Aramark Nutritional Services (at Chicago Public Schools) with a great hire into a full-time supervisory position.

The Hospitality and Tourism sector is the second largest employer in Chicago and Cook County, second only to the government, and the largest private sector employer in the Chicago metropolitan area. It is a national leader and the robust industry features world-class hotels and Michelin Star restaurants. Chicago was recently named "Best Big City in the U.S." by Conde Nast Traveler Magazine for a historic seventh year in a row, further confirming the region's status as an industry leader. Sector Center employer - partners range from household names like Starbucks and Aramark to some of the world's largest hotel chains, including Marriott, Hyatt, and Hilton.



HELPING REGIONAL EMPLOYERS MAKE A GREAT HIRE!

Hospitality Hires Chicago 2023

In April 2023, 60 employers and hundreds of career seekers attended the 6th annual Hospitality Hires Chicago in Chicago’s Loop, hosted by The Partnership and event sponsors. The 2023 theme was *Hospitality is a State of Mind* and focused on the resurgence of the hospitality sector in the region—and on meeting the needs of career seekers and employers. Sponsors included the American Hotel and Lodging Association Foundation, Chicago Loop Alliance, Choose Chicago, Cook County, Illinois Hotel and Lodging Association, Illinois Restaurant Association, The Magnificent Mile Association, and Near South Planning Board. Campaign promotion included images and quotes by local chef Trillis R. who started out as an artist and now creates “works of art” on a plate every day and Lourdes D., a newly minted hotel executive who lost her job during the pandemic and re-invented herself as an HR executive with a successful hotel chain.



HOSPITALITY HIRES CHICAGO Thank You to Our HHC Sponsors



The Manufacturing Sector

Over the past program year, The Partnership placed nearly **300 career seekers** in roles in the Manufacturing sector, with an **average hourly wage of more than \$21**. The Partnership allocates funds for On-the-Job (OJT) and Incumbent Worker (IWT) training in this sector, working with more than 150 employers training 250 employees. One such OJT partner is Mondelez International, one of the world's largest producers of snack foods. Mondelez has received more than \$100,000 in Partnership allocation of OJT funding in the Chicago area.



I have achieved what I wouldn't have thought possible when I started. I met my wonderful classmates and friends I will never forget. I am a maintenance technician with an above-market pay rate now. I am so grateful for this opportunity to thrive in this career path.

| Barrett M.

The Calumet Manufacturing Industry Sector Partnership is a collaboration between several organizations in The Partnership's network, including the Calumet Area Industrial Commission (CAIC), and OAI, Inc.

Barrett M. participated in OAI's Electro-Mechanical Technician program funded by a Job Training and Economic Development Program (JTED) grant from the Illinois Department of Commerce and Economic Opportunity. OAI is a part of The Chicago Cook Workforce Partnership's network.

Barrett M. has always been interested in robotics and learning how machines work. He had been laid off from a sales position when he saw a posting online describing OAI's Electro-Mechanical Technician training program.

During the 2-month program he learned mechanical and electrical skills and earned the Packaging Machinery Manufacturers Institute (PMMI) certification. Barrett is now a Maintenance Technician at Sam's Club, earning more than \$36 per hour.



Illinois is home to more than 14,000 manufacturers employing more than 735,00 workers, making it among the largest industrial states in the U.S. Approximately half of the Chicago region's manufacturing jobs are located in Cook County, with about 16% in the City of Chicago.

Construction and Skilled Trades Sectors

Over the past program year, The Partnership assisted nearly **250 career seekers**, ranging in age from 18 to 63, in finding opportunities in the construction sector, with an **average wage of more than \$26 an hour**. Nearly 20% of those hired are female; nearly 40% of all hired are African American and more than 30% are Hispanic.

ConstructionWorks

The Partnership works with the Illinois State Toll Highway Authority (The Tollway), the Chicago Transit Authority (CTA), Chicago Department of Transportation (CDOT), and the City of Chicago to recruit and place individuals in the construction sector. Since 2018, The Partnership has served more than 2,300 candidates for apprenticeship programs and private contractors working on projects in the state. The Partnership works to ensure that women and people of color, who have traditionally been excluded from these unionized career opportunities with family-sustaining wages, have access to a career in this sector.

[ConstructionWorks](#) Powered by the Illinois Tollway and administered by The Partnership is a free program designed to link job seekers with opportunities for rewarding careers in Illinois' high-demand transportation-related construction industry, into which The Partnership has enrolled over 1,000 candidates. Nearly 200 candidates have been accepted as pre-apprentices by a subcontractor and over 100 participants have graduated from the pre-apprentice programs.



As part of The ConstructionWorks program, powered by the Illinois Tollway, The Partnership works with Crudup Construction to reach men and women who are interested in the trades and would like to begin a pre-apprenticeship program. One of the program's goals is to eliminate barriers these candidates face, which can include affording union dues or the boots and other specialized clothing they require.

In 2023, the collaboration worked with 30 participants, 17 of whom have successfully moved into an apprenticeship position in the trades, including electrical, labor, sheet metal, carpentry, and roofing.



HELPING REGIONAL EMPLOYERS MAKE A GREAT HIRE!

Chicago Transit Authority Red Purple Modernization Project

The [CTA RPM Project](#) is a major infrastructure initiative that has built a new track line for the Brown Line bypassing the existing Red and Purple line tracks at the Belmont Transfer Station. Additional updates will bring four northside stations (the Lawrence, Argyle, Berwyn, and Bryn Mawr stations) that are over 100 years old up to current standards including making them ADA accessible. These updates also include building new track and structures to support smoother, more efficient ridership. The project is also focused on the Red Line extension from 95th Street to 130th Street. The CTA partnered with the CTA RPM project's contractor, Walsh-Fluor Design-Build Team, and The Partnership to link interested individuals with training and apprentice opportunities to help economically disadvantaged individuals and/or dislocated workers get access to job and skills training.

Corey O. is an ironworker who was laid off during the pandemic. He found support at the workforce center operated by KRA, in The Partnership's Chatham Education and Workforce Center. Staff there connected him with Walsh-Fluor, a subcontractor working on the CTA RPM project, looking for an ironworker, but his poor interviewing skills kept him from getting an offer. KRA staff helped him improve those skills and Corey applied for another position with minority owned New Horizon Steel.

Corey got the job and is now a union member earning close to \$60 an hour.

Corey proudly shares his work in building Hyde Park Labs, a 14-story structural steel building located at the corner of 52nd and Harper in Chicago.





Partnership Funding Information

Financials

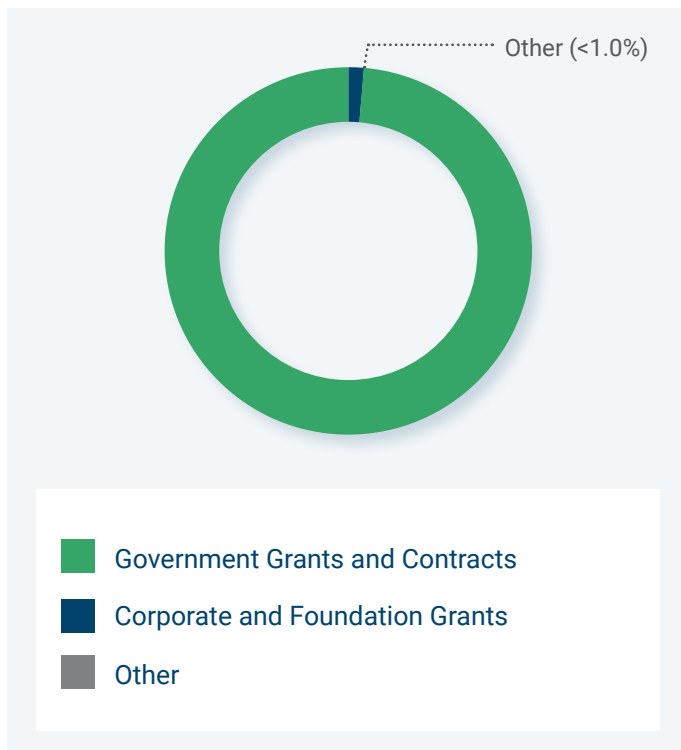
FOR THE PROGRAM YEAR ENDING JUNE 30, 2023

| Revenue | |
|---------------------------------|----------------------|
| Corporate and Foundation Grants | \$ 1,099,281 |
| Government Grants and Contracts | \$ 81,415,790 |
| Other | \$ 98,288 |
| Total | \$ 82,613,359 |

| Expenses | |
|------------------------|----------------------|
| Program Services | \$ 81,455,487 |
| Management and General | \$ 36,257 |
| Fundraising | \$ 103,937 |
| Total | \$ 81,595,681 |

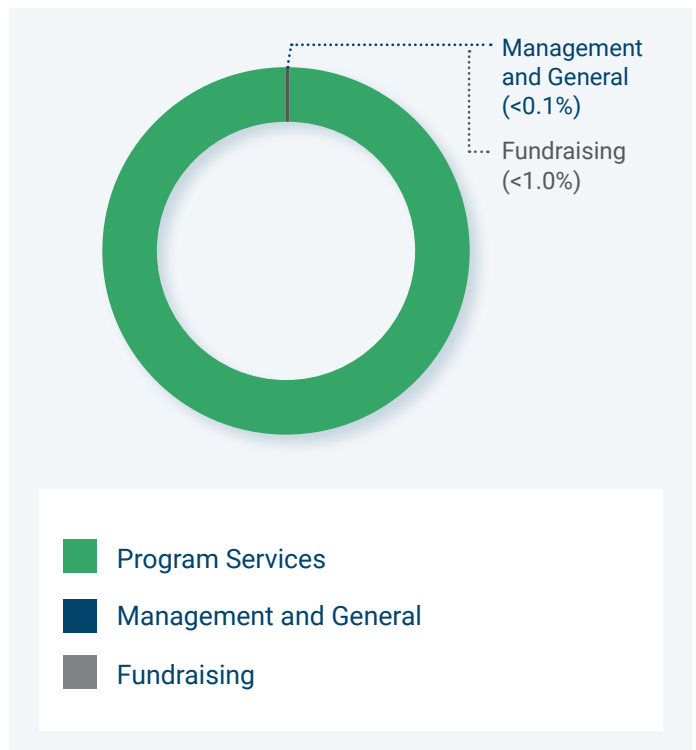
Revenue

FOR THE PROGRAM YEAR ENDING JUNE 30, 2023



Expenses

FOR THE PROGRAM YEAR ENDING JUNE 30, 2023



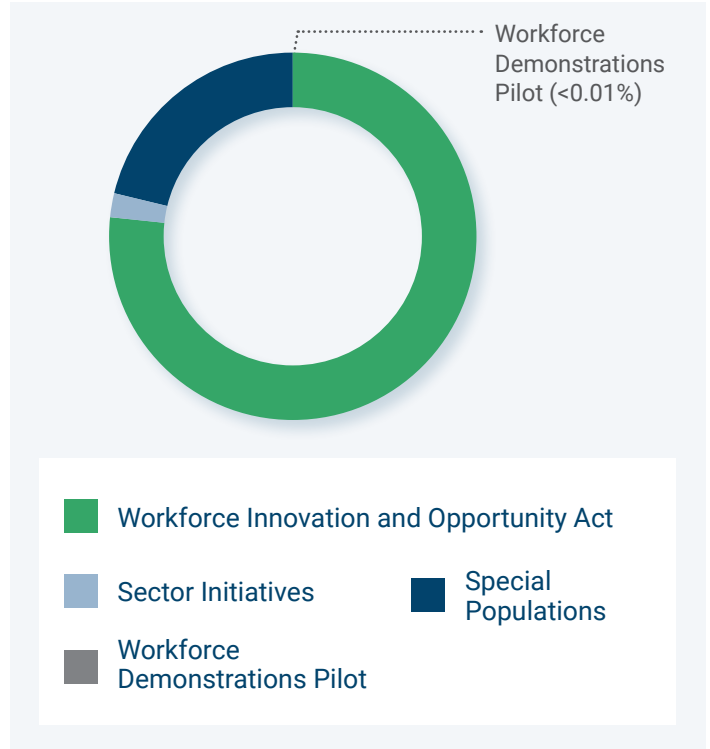
Program Expenses

BY AREA

| | |
|--|----------------------|
| Workforce Innovation and Opportunity Act | \$ 62,431,531 |
| Sector Initiatives | \$ 1,852,965 |
| Special Populations | \$ 17,164,488 |
| Workforce Demonstrations Pilot | \$ 6,503 |
| Total | \$ 81,455,487 |

Program Expenses

BY AREA





Partnership Network List

Funded Partners in our Network:

Ada S. McKinley
Community Services

AERO Special
Education Cooperative

Alliance Care
360 (Brothers
Health Collective)

Alternative
Schools Network

Association House
of Chicago

Back of the Yards
Neighborhood Council

Bethel Family
Resource Center

Boys & Girls Club
of Chicago

Breakthrough
Urban Ministries

Bridges from School
to Work

Business and Career
Services, Inc.

Calumet Area
Industrial Commission

Centers for New Horizons

Central States SER

CFL Workforce & Community
Initiative

Chicago Women in Trades

Chinese American
Service League

Cook County Bureau of
Economic Development

Crudup Construction

DESI

Elgin Community College

Employment and
Employer Services

Envision Community
Services

Equus Workforce
Solutions

Food He.ro

Goodwill Industries of
Metropolitan Chicago

Greater West
Town Community
Development Project

Habilitative Systems, Inc

Health & Medicine Policy
Research Group

Jane Addams
Resource Corporation

KLEO Community
Family Life Center

KRA

LADSE - LaGrange Area
Dept of Special Ed

Latino Resource Institute
of Illinois

Lawrence Hall

Leave No Veteran Behind

Local Initiatives Support
Corporation (LISC)

Maine Township
District 207

Manufacturing Renaissance



PARTNERSHIP NETWORK LIST

Metropolitan
Family Services

Metropolitan Family
Services Calumet

Metropolitan Family
Services Midway

Metropolitan
Family Services
Southeast Chicago

Midwest Business Consulting

Moraine Valley
Community College

National Able Network

National Able Network

New Moms

North Lawndale
Employment Network

OAI Chicago Southland

Olive-Harvey College, a City
College of Chicago

P33

Phalanx Family Services

Polish American Association

Proviso Leyden Council for
Community Action

Puerto Rican
Cultural Center

Pyramid Partnership

Revolution Workshop

Safer Foundation

scaleLIT

SGA Youth & Family Services

South Suburban College

St. Paul Church
of God Community
Development Ministries

St. Sabina Employment
Resource

Symbol Training Institute

The CABET Group

The Resurrection Project

Township H.S. District 214

Trellus

UCAN Chicago

Westside Health Authority

Women Employed

World Business Chicago

XD Tech

Youth Connection
Charter School

Youth Guidance

Youth Job Center

YWCA Laura Parks and
Mildred Francis Center

YWCA Metropolitan Chicago

YWCA Roseland Center

