



CHICAGO COOK WORKFORCE PARTNERSHIP

A proud partner of the [AmericanJobCenter](#) network



Annual Report 2021

Messages from Chicago Mayor Lori Lightfoot and Cook County Board President Toni Preckwinkle

Throughout the pandemic, The Partnership staff and delegate agency network served the residents of the City's 77 community areas well, pivoting quickly to offer virtual services and programs aimed especially at job seekers and employers hardest hit by COVID-19. During my tenure as Mayor of Chicago, I have championed a new talent economy that taps into every pool of resources throughout our city, especially in neighborhoods where talent has been historically underserved and underrepresented. Whether it is serving as the lead coordinating organization of Chicago's Covid Response Corps or investing federal workforce funding in the American Job Centers and programs across our city, the work of the Partnership truly shines. The Partnership is key to our region's recovery, as it empowers adults and youth alike with connections to career training and employment opportunities with a living wage. I thank you for all you do to uplift residents within our city and across our region and look forward to our continued collaboration.

Chicago Mayor Lori Lightfoot

We created the Chicago Cook Workforce Partnership to serve as an essential connector between the business community and the residents of Cook County. Empowering residents to reach their full economic potential is critical to our region's recovery and future success. We've established wonderful initiatives like Opportunity Works, which offers paid internships to County's youth. Also, through the use of American Rescue Plan Act (ARPA) funds, we are investing in five American Job Centers in suburban Cook County. These centers will immediately impact job seekers and others affected by the pandemic. Together, we have continued to serve our core vision of being leaders in building vibrant, sustainable, and inclusive communities where people want to live, learn, work and play. I'm grateful for the great work that's impacting lives at the Chicago Cook Workforce Partnership and all the important work to come.

Cook County Board President Toni Preckwinkle



A Message from the Co-Chairs of the Workforce Innovation Board

Welcome to The Partnership's Annual Report! We are proud to publish this document as we approach our tenth birthday in July. For a decade, The Partnership has carried out our mission to create, promote, and effectively manage our network of workforce development organizations that 1) design innovative solutions to address business needs and 2) prepare individuals for and connect them to career opportunities. Since 2012, The Partnership has helped place approximately 100,000 individuals in permanent employment; collaborated with more than 2,000 employers; and administered more than \$471 million in public and philanthropic funds.

Over the past two years, the COVID-19 pandemic greatly impacted job seekers and employers in our region. Many companies in Chicago and Cook County closed physical locations in the wake of stay-at-home orders, and the segments of the workforce that could do so began working remotely. Front-line and essential workers, a disproportionate amount of whom were people of color, continued to report to work, risking COVID-19 exposure and illness. The pandemic revealed new workforce trends with names like "shecession," and "The Great Resignation," and 33 million Americans reportedly quitting their jobs beginning in the spring of 2021.

During this challenging time, The Partnership staff pressed forward with optimism and purpose. Remote work didn't mean less work; social distancing didn't lessen the meaning and passion that our staff and network brought to reaching job seekers and businesses. We continued to develop the innovative programs and policies highlighted in this report and reached out to job seekers and employers navigating challenges for which none of us were truly prepared.

Today, The Partnership stands ready to contribute to our region's recovery. We look forward to a future that we know will reveal the resiliency and dedication that are the hallmark and true meaning of the words workforce development.

Sincerely,

Jacki Robinson-Ivy and George Wright

Overview

The Partnership is the non-profit umbrella organization that operates the largest public workforce system 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, serving more than 140,000 people annually.

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 federally funded workforce programs to one with a diverse portfolio of

26 initiatives
representing corporate and
philanthropic funds.



On average, we help place

7,000 to **10,000**
residents in permanent employment each year.

Since its inception, The Partnership has

helped place
approximately
90,000
individuals in permanent
employment;

collaborated
with more than
2,000
employers;

and administered more than \$471 million
in federal and philanthropic funds.

Learn more at www.chicookworks.org



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Mission and Vision

Our Mission

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

Design innovative solutions to address business needs.

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



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.



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 workforce development resources and supports necessary to help people reach their full economic and human potential. We actively work to eliminate disparities people experience based on race/ethnicity, disability, economic standing, educational status, background, gender, age, or sexual orientation. We partner with employers who share our belief that all residents of our region can achieve a meaningful career that provides family-sustaining income.



Financial Responsibility & 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.



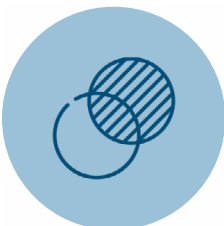
Innovation

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.



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.

Workforce Innovation Board

The Partnership serves as staff to the Chicago Cook Workforce Innovation Board (WIB), the federally mandated body that oversees the investment of the region's annual Workforce Innovation and Opportunity Act (WIOA) allocation from the U.S. Department of Labor.

In accordance with federal guidelines, the board is comprised of public and private sector leaders in business, organized labor, economic development, education, community-based organizations. The WIB is committed to supporting the development of innovative programs and partnerships that fuel a thriving economic climate in the Chicagoland region. Board members are appointed by and serve at the pleasure of Mayor Lori Lightfoot and President Toni Preckwinkle for terms of one to three years.

** Signifies membership on the Board of Directors of both The Chicago Cook Workforce Partnership and Workforce Innovation Board.*

Innovation Board Members:



***George Wright,**
Co-Chair
Citi



***Jacki Robinson-Ivy,**
Co-Chair
Northern Trust



***Haven Allen**
mHub



Colin Cosgrove
S and C Electric



Don Finn
IBEW Local 134



Xochitl Flores
Cook County Bureau of Economic Development



Jennifer Foster
Illinois Community College Board



***Monica Haslip**
Little Black Pearl



***Adam Hecktman**
Microsoft



***Michael Jacobson**
Illinois Hotel & Lodging Association



Sylvia Jenkins
Moraine Valley Community College



Dan Lyonsmith
Illinois Department of Human Services



***Pam McDonough**
DeAngelo McDonough



Richard Monocchio
Housing Authority of Cook County



Donovan Pepper
Walgreens



Robert Reiter Jr.
Chicago Federation of Labor



Juan Salgado
City Colleges of Chicago



***Marc Schulman**
Eli's Cheesecake



***Charles Smith**
CS Insurance Strategies, Inc.



***Liisa Stark**
Union Pacific Railroad



Karen Teitelbaum
Sinai Health System



Carrie Thomas
Illinois Department of Employment Security

The Year

On March 20, 2020, Illinois Governor JB Pritzker imposed a stay-at-home order to prevent the further spread of COVID-19.

Cook County Board President Toni Preckwinkle and Chicago Mayor Lori Lightfoot issued orders supporting the statewide mandate. Directly after, The Partnership's then-CEO Karin M. Norington-Reaves announced all of the organization's employees would work remotely and that all Partnership services would also be performed virtually. As a result, we began the Great Pivot.

**Led and oversaw virtual provision of services
for our entire network of more than**

90 Agencies

including orientations, hiring fairs, and career coaching.

Adapted our Career Connect data system to allow for online registration and eligibility determination.

Launched a "Who's Hiring Now" page on The Partnership's website which received more than 60,000 views, averaging more than 100 daily pageviews.



Delivered

13,000

text messages

with job opening and training opportunity information directly to job seekers.

Partnered with employers and regional elected officials to host approximately

150

virtual hiring fairs.



Offered free, online digital literacy webinars in English and Spanish, which were attended by nearly 2,000 people.



Launched Hire Frequency, The Partnership's first-ever podcast. Hire Frequency taps into the universal importance of workforce development as the driver of economic empowerment.

“ I am lucky to be able to assist our Chicago community in reaching their life goals. Seeing the joy in someone's face when they accomplish their goal is the most rewarding aspect of building partnerships. ”

– Greg Martinez, Program Manager

The Economy's Impact on Workforce Development During the Pandemic

The national and regional economy experienced several shifts during 2020 and 2021 as COVID-19 changed the way we live and work. As many companies in Chicago and Cook County closed physical locations in the wake of stay-at-home orders, segments of the workforce that could do so began working remotely. Front-line and essential workers, a disproportionate amount of whom were people of color, continued to report to work, risking COVID-19 exposure and illness.

Locally, unemployment benefits bridged the income gap for more than 1.75 million affected Cook County residents, along with other unique supports such as The Coronavirus Aid, Relief, and Economic Security (CARES) Act funds that created temporary jobs and training opportunities. The majority of these supports ended just before Labor Day, 2021, with the sunset of four of the federal funding programs that contributed to regional unemployment insurance payments. Around that same time, in August, 2021, the U.S. Bureau of Labor Statistics reported that more than four million Americans quit their jobs in what on academic dubbed the “Great Resignation.”

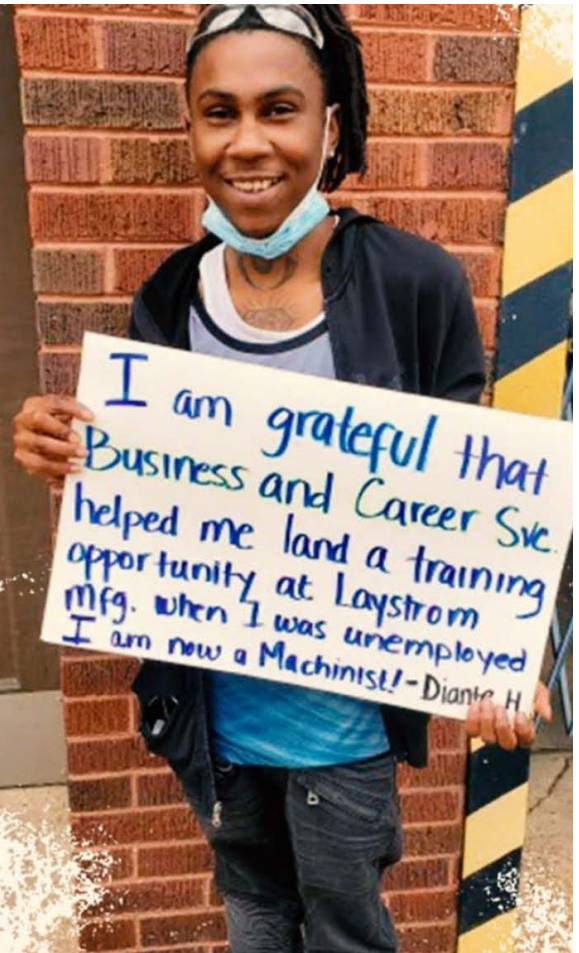


Programs and Events

The Partnership Met Job Seekers and Employers Wherever They Were In Their Journey



*We are thankful for
The Partnership of the
job seekers and businesses
we work with everyday.*



2020

June

June 2020

Fighting the Pandemic

The Chicago Cook Workforce Partnership receives a \$56 million grant from the City of Chicago and The Chicago Department of Public Health to create 600 contact tracing jobs.

The Partnership was awarded the contract with the Chicago Department of Public Health (CDPH) to lead the creation of the COVID-19 Community Contact Tracing Corps. The initiative represents an alignment of the public health and public workforce systems—a first-of-its-kind effort representing the best of what the two systems have to offer. The program created critical career opportunities for residents of communities in need during a time when unemployment was at historic levels, while also contributing to the public health fight against the COVID-19 pandemic. The Partnership's core partners in this endeavor were the University of Illinois at Chicago's School of Public Health (UIC); NORC* at the University of Chicago (NORC); The City Colleges of Chicago Malcolm X College, and Sinai Urban Health Institute (SUHI). NORC ended its work on this project in November 2021.

2021

SU



**National Opinion Research Center*

2020

July-August 2020

The Partnership releases two requests for proposals to identify Community Based Organizations (CBOs) to serve as local employers of contact tracers.

2021



September

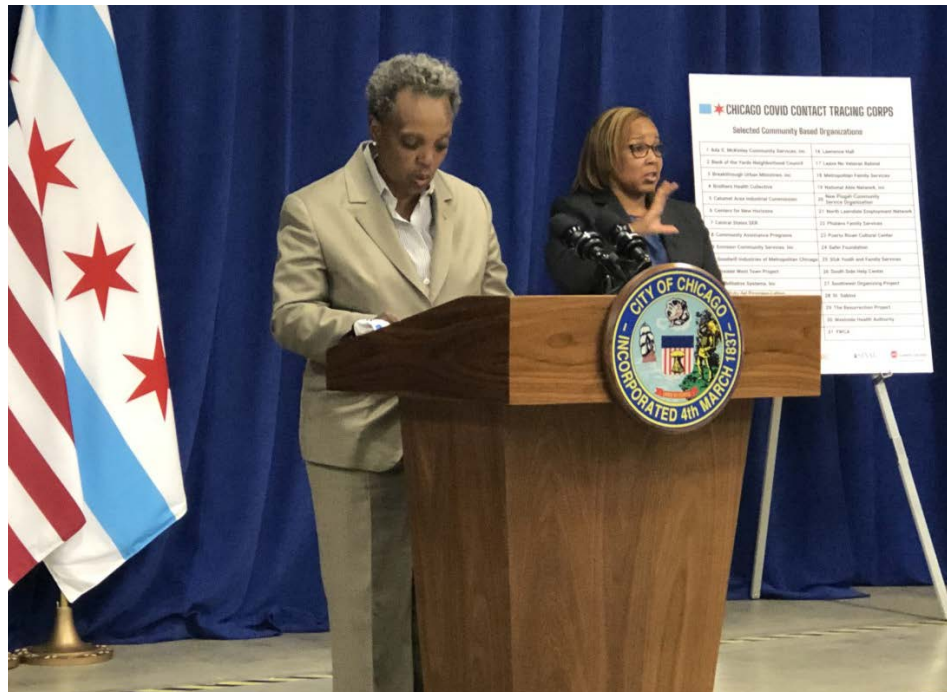
September 2020

The Partnership announces the 31 CBOs chosen to serve as local employers of contact tracers in the Chicago communities hit the hardest by the pandemic.

September 2020

CBOs begin onboarding contact tracers who live and work in Chicago's hardest-hit communities. Tracers begin tracing and receiving public health training at Malcolm X College, SUHI, and UIC. The Partnership's innovative approach includes "Earn and Learn" opportunities offering Corps members training for and placement in long-term permanent employment beyond this initiative.

2021



2020

September

September 2020

Disaster Recovery and Employment Recovery Grant Programs

The Partnership joins Illinois Governor JB Pritzker, Illinois Department of Commerce and Economic Opportunity (DCEO) Director Erin Guthrie, and local officials at Cara Collective to highlight an approximately \$8 million investment to expand job opportunities for residents in Chicago and Cook County who had become unemployed as a result of, or during, the COVID-19 pandemic. As the designated administrator of the Local Workforce Innovation Area (LWIA) for Chicago and Cook County, The Partnership receives \$4.275 million from a National Disaster Recovery Grant and \$3.875 million from a National Employment Recovery Grant, both of which are part of the National Dislocated Worker Program. The grants provide laid-off and displaced workers with subsidized employment and training in in-demand industries while assisting with local disaster relief efforts connected to the public health crisis created by the pandemic. Through these grants, The Partnership makes it possible for approximately 12 non-profit organizations to meet a variety of community needs created by the pandemic; as listed on the right. These include addressing food insecurity, distributing masks and sanitizer, and COVID-19 education and outreach. Volunteers eventually become paid employees serving the hardest-hit communities and populations. **Through the first year of these grants, The Partnership enrolled and served 521 people; 167 received training and 135 received in-paid work experience serving the community.**

2021

2020

September



2021

1. **Beds Plus Care:** Delivered food, Personal Protective Equipment (PPE) to individuals who were homeless in shelters throughout southwest suburban Cook County
2. **Bethel Family Resource Center:** Delivered food, PPE to individuals who were homeless in shelters and/or elderly throughout the south suburbs
3. **Greater Auburn Gresham Development Corporation:** Packed and distributed PPE, assisted at COVID-19 testing centers, and conducted street outreach in the Greater Auburn Gresham community
4. **Greater Chicago Food Depository:** Collected, prepared, packed, and distributed emergency food assistance to food pantries throughout Chicago and surrounding suburbs
5. **Housing Forward:** Delivered food, PPE to individuals who were homeless in shelters and/or elderly throughout the western suburbs
6. **CARA:** Provided cleaning and sanitizing to small businesses impacted by COVID-19 and conducted street outreach and COVID-19 education in Chicago's Belmont Cragin community
7. **Northwest Side Housing:** Provided cleaning and sanitizing to small businesses impacted by COVID-19 and conducted street outreach and COVID-19 education in Chicago's Belmont Cragin community
8. **Saint Sabina Employment Resource Center:** Packed and distributed PPE, assisted at COVID-19 testing centers and conducted street outreach in the Chicago's Auburn Gresham community
9. **South Shore Works Planning and Preservation Coalition:** Packed and distributed PPE, assisted at COVID-19 testing centers, and conducted Street Outreach in Chicago's the South Shore community
10. **Top Box:** Collected, prepared, packed, and distributed emergency food assistance throughout Chicago and surrounding suburbs
11. **University of Illinois at Chicago Department of Public Health Street Outreach:** Conducted street outreach and COVID-19 Education and connections to resources in communities on Chicago's West Side
12. **Respond Now:** Delivered food and PPE to individuals who were homeless in shelters and/or elderly throughout the south suburbs

2020

October

2021

October 2020

Cook County COVID-19 Recovery Job Training and Placement Program

The Partnership joins Cook County Board President Toni Preckwinkle in announcing the County's allocation of \$4 million in Coronavirus Aid, Relief, and Economic Security (CARES) Act funding for job training and placement. A portion of these resources is used by The Partnership to leverage its network and create the Cook County COVID-19 Recovery Job Training and Placement Program. The initiative provides training, placement, and lay-off aversion for suburban Cook County job seekers and employers impacted by COVID-19.



The program reaches nearly

600 residents

who receive career services at an American Job Center and/or training services in Suburban Cook County. Additionally, it funds young adult career exploration work, through participation in the Chicago and Cook County Young Adult Workforce Development Portal –a website the Partnership created with Roadtrip Nation.



2020

October

October 2020

Cook County's Early Warning Network

The Partnership participates in creating Cook County's Early Warning Network. The Network reaches out to manufacturing companies that are in danger of layoffs or closure, offering business and financial services to help them avoid downsizing or going out of business.

The initiative reaches out to

500 businesses
in suburban Cook County
and assists

50
manufacturing
companies.

2021

Contact Tracing corps members begin contact training; offering support to those who have been identified as having had close contact with someone who tests positive with COVID-19.

Tracers educate the public about symptom monitoring and how to protect themselves and how to connect residents to needed resources.

The Chicago COVID-19 Resource Coordination Hub opens to provide links to resources to help Chicagoans obtain necessities like food, medication, housing, and utility assistance programs. The service is confidential and free. The Hub handles more than 20,000 calls, connecting Chicagoans to vital support services.



Nordent Instruments is an employer that specializes in manufacturing dental tools. Like many other companies, the pandemic impacted their services and growth. After connecting with the Early Warning Network, Nordent Manufacturing was able to implement its recommendations.

2020

November 2020

Chi Serves

November

2021

The Partnership joins Mayor Lori E. Lightfoot as she announces an emergency COVID-19 relief package for the hospitality industry, including a \$10 million grant program for Chicago's restaurants and bars. To prevent disease transmission, restaurants in Chicago and Suburban Cook County were prohibited from providing dine-in service. To assist workers impacted by COVID restrictions, The Partnership announces the creation of ChiServes.com, a website that helps hospitality workers access workforce development resources including job vacancy, occupational training, and career coaching information. The Partnership launches a text campaign, sending messages twice a week promoting available job opportunities in hospitality and related industries. By texting "ChiServes" (or "ChiSirve" for Spanish speakers) to 474747, residents receive messages detailing who is hiring and how to apply to attend job skills-related workshops, and hiring events. The hospitality, tourism, and foodservice industries were hit especially hard by the COVID-19 pandemic. With the elimination of in-person dining, restaurant staff lost their jobs in numbers not seen before in the industry's history, resulting in the temporary and permanent lay-off of tens of thousands of people in Cook County alone. **Data shows that in September 2020, more than 41,400 food service and prep workers in Cook County were receiving unemployment benefits.**



2020



December

December 2020

Essential workers are eligible for COVID-19 vaccination. More than 160 contact tracers staff City-wide vaccination pods.

2021

February



February 2021

More Americans are vaccinated than infected with COVID-19; the United States reaches a milestone as more Americans are reported to have received at least one dose of a vaccine against COVID-19 than having tested positive for the virus.

2020

March 2021

Over a 72-hour period, The Partnership and CDPH created and trained Corps members to staff the COVID-19 Call Center serving the City's United Center vaccination site.

By July 2021, the Corps will have responded to more than

160,000

inbound calls from Chicagoans seeking a vaccination at the United Center.

2021

March

The tracers expand their work to make outbound calls to schedule vaccination appointments for:

- Home-bound older adults and people with disabilities
- At-home vaccinations for the general public and children 12 years and older
- Chicago State University and Points of Dispensing (PODS) across the City, including at the City Colleges of Chicago
- Empower: Reach out to residents on Medicaid who are not vaccinated, to schedule a vaccine
- Phone banking: Reach out to people who live in low vaccination zip codes
- Chicago Public Schools: Reach out to parents of eligible but unvaccinated students, 12 years old and older



2020



April 2021

The Promotores de Salud (also known as Community Health Workers or CHWs) are created to discuss COVID-19 and health-related issues in Spanish with the Hispanic community. As trusted members of the Hispanic and Black communities, Promotores provide services such as COVID-19 education and resources, patient advocacy, and translation through workshops, canvassing, and community outreach and events with the support of project partners.

2021

April

June



June 2021

Corps members launch Community Canvassing Work, conducting door-to-door canvassing in 13 hard-hit Chicago communities with low vaccination rates.

2020

2021

July-August 2021

Corps engages in community outreach, promoting and attending 519 city-wide events with vaccination sites. For example, the Corps supported a Swap-o-Rama event in Chicago where more than 2,000 residents were vaccinated.



July
August

2020

November 2021

Over eight months, The COVID-19 Call Center handled 303,256 inbound calls and made 79,564 outbound calls to specific populations.

November 2021

The Corps supports and staff vaccination pods for children 5 to 11 years old.

2021



"Our goal today is that we knock on every door [until] Dr. Arwady comes on and says we do not have one case of COVID," said Contact Tracer Lisa B. of Phalanx Family Services at press conference announcing kick-off of hyper-local community canvassing workforce.

November

Expanding Services on Chicago's South Side

Chatham Education and Workforce Center

In May 2014, Dr. Betty Howard, the beloved head of the special education department at Gwendolyn Brooks College Preparatory Academy, was killed by random gunfire. In response, Congressman Bobby L. Rush (D, IL-1) led an effort to revitalize Chatham and surrounding communities gripped by violence. During a special convening to galvanize community leaders and stakeholders, the concept of the Chatham Education and Workforce Center was born. Years later, Congressman Rush would say the Center was “hope restored” to a community seeking to regain its luster.



That initial convening gave way to what would become the Greater Chatham Initiative—a comprehensive community planning effort rooted in areas critical to neighborhood stability and vitality such as public safety, housing, economic and workforce development. The Partnership’s then-CEO Karin M. Norington-Reaves, a Chatham resident and participant in the original convening, co-led the workforce development committee.

The road to the Center’s creation was long. It would be a five-year journey to secure funding. While The Partnership, with the assistance of the Alderman, Roderick T. Sawyer, worked to persuade the owner to sell the building at 640 East 79th Street in Chicago’s Chatham community for the Center’s use, the search to secure funding continued in earnest.

Eventually, Ms. Norington-Reaves engaged IFF and philanthropists Jessica and Steve Sarowitz, and a multi-party deal was negotiated, which included IFF purchasing the building for The Partnership’s use. IFF is a mission-driven lender, real estate consultant, and developer that helps communities thrive by creating opportunities for low-income communities and people with disabilities. IFF leveraged funds from JPMorgan Chase’s \$40 million three-year investment in Chicago’s South and West Sides. Ultimately, the Sarowitzes, through their company 4SBay Partners LLC, purchased the



building outright from IFF and contributed more than \$3 million towards the purchase, build-out, and furnishing of the Center.

While the 4S Bay investment was critical to the Center's existence, other private sector contributions enabled the provision of essential services. Blue Cross Blue Shield donated \$50,000 for the multipurpose room's state-of-the-art audio-visual equipment; Com Ed donated \$45,000 and all the computer equipment in the Resource Room/ Computer Lab; Verizon contributed \$10,000 in support of virtual programming made necessary due to the pandemic; Discover Financial Services sponsored two training classrooms for \$50,000, and the Weinberg Foundation provided \$150,000 for the Maker Lab and remaining capital costs.

In January 2021, The Partnership celebrated one of the culminations of Congressman Rush's efforts with the grand opening of the Chatham Education and Workforce Center. Congressman Rush; Chicago Mayor Lori Lightfoot; Cook County Board President Toni Preckwinkle; Alderman Roderick Sawyer (6th Ward); Alderman Michelle Harris (8th Ward); Cook County Commissioner Stanley Moore (4th District); the family of the late Dr. Betty Howard; and philanthropist and investor Jessica Sarowitz of 4S Bay Partners LLC, came together to mark the culmination of nearly seven years of collaboration that brought the Center to life. The video, "Chatham Rising," tells the emotional and impactful story of the Center's creation.

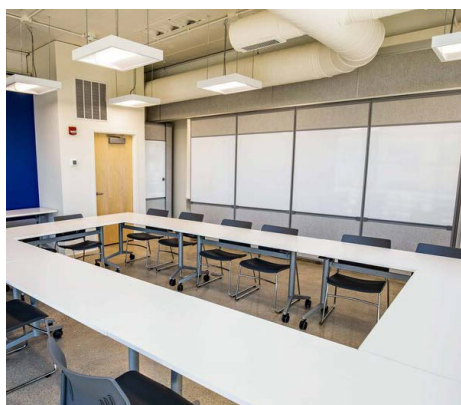


Chatham Center Programs and Services

The 11,000 square foot space conceptualized by The Partnership truly lives up to its name as a place for education and occupational advancement. The first floor is home to office, classroom/group meeting spaces, and a state-of-the-art Maker Lab where instruction is provided by the Jane Addams Resource Corporation (JARC) and Richard J. Daley College, one of the City Colleges of Chicago. Courses offered in the Lab include 3D and laser printing, blueprint reading, introduction to electrical circuitry, Computer-Aided Design (CAD), and metrology (the science of measurement)—an important aspect of advanced manufacturing.



The second floor boasts a Career Center, offering an array of services for job seekers and businesses, including resume preparation and training to job screening and placement. This floor also houses a computer lab/resource room and a large, sun-soaked multi-purpose room with a capacity for more than 100 people for hiring events or community gatherings. The room can be subdivided into two or three classrooms as well.



All services provided at the Center are free of charge and the Center offers weekend hours to facilitate community use.

The Center is home to a variety of programs created and implemented by The Partnership, which offer occupational training resulting in industry-recognized credentials, access to career coaching, and employment opportunities.

- AARP Foundation Back to Work 50+ program for unemployed workers over 50
- Digital literacy training
- Chicago Housing Authority resident training
- The Road Home: Reentry Navigation program for formerly incarcerated residents
- The Partnership's sector-driven initiatives including our skilled trades portfolio, which include:



Chicago Transit Authority Red Purple Modernization (CTA RMP)

To help economically disadvantaged individuals and/or dislocated workers get access to job and skills training, the CTA is partnering with the project's contractor, Walsh-Fluor Design-Build Team, and The Partnership to link interested individuals with training and apprentice opportunities.



Chicago Works

Chicago Works is Mayor Lori E. Lightfoot's five-year capital plan to Invest in Communities Through Infrastructure. To help City residents obtain jobs and take advantage of the opportunities created by Chicago Works, the City of Chicago teamed up with The Partnership to fill positions created by City investments by working directly with contractors to identify job candidates.



ConstructionWorks

ConstructionWorks Powered by the Illinois Tollway and administered by The Chicago Cook Workforce Partnership. It is a free program designed to link job seekers with opportunities for rewarding careers in Illinois' high-demand transportation-related construction industry.



Jackson Park Transportation Improvements

The City of Chicago, through the Department of Planning and Development (DPD) and the Chicago Department of Transportation (CDOT), is working on several roadway changes and transportation improvement projects in Chicago's Jackson Park that will support the Obama Presidential Center and the Chicago Park District's South Lakefront Framework Plan. CDOT is partnering with The Partnership to connect local residents with construction jobs for the project.

Formerly Incarcerated **A Hire Calling**

In April 2021, The Partnership hosted “A Hire Calling,” a one-of-a-kind virtual event featuring nationally known CEOs and people who have created thriving careers post-incarceration to discuss the business case for “second chance” hiring. The event included the premiere of “The Road Home,” a short and powerful video; a “fireside chat” featuring second chance hiring expert and author Jeff Korzenik; Economic Club of Chicago CEO and President David Snyder as Master of Ceremonies; and The Partnership’s then CEO and event host Karin M. Norington-Reaves.



Roughly 10% of the people The Partnership serves through federally funded jobs programs self-identify as ex-offenders. In collaboration with Cook County’s Justice Advisory Council, The Partnership created the Cook County Coordinated Reentry Council and held seven months of convenings resulting in recommendations for systemic changes to the region’s reentry system. This effort includes The Reentry

Navigation Initiative: The Road Home, a 22-month demonstration project intended to address people’s holistic needs upon returning to Cook County from incarceration in Illinois’ penal institutions. This initiative includes an emphasis on workforce development, occupational training, and permanent unsubsidized job placement.

Launched in early 2022, The Road Home initiative will offer 150 eligible participants enrollment into a comprehensive reentry program beginning pre-release that will address the barriers to returning successfully to the community.



Impact of Incarceration



People who have been incarcerated are 50% less likely to receive job interview and if employed will earn 10 – 40% less than non-offenders.



Of the 12,000 people released to Chicago annually from IDOC, 55% will be reincarcerated within five years.



Families have a 40% increased likelihood of poverty if the father is imprisoned.



Five million children have a parent that has been incarcerated.

Racial Disparity within Criminal Court System



Nearly half of African American males and almost 40% of Caucasian males are arrested by the age of 23.



33% of African American men in U.S. have a felony record while only 13% of all adult men in U.S. have a felony record.



In Illinois, African Americans are imprisoned at a rate 8.8 times higher than white people; representing 58% of the prison population and 14% of the state population.



African Americans comprise about 30% of Chicago's population but are almost 75% of the detainee population at Cook County Jail.

Public Housing Resident Chicago Housing Authority

The Partnership works closely with the Chicago Housing Authority (CHA) to assist residents in finding employment. We provide career services for residents and voucher holders, including career coaching, digital literacy, training, and support in navigating federal workforce program options. Through this work,

more than
2,500
CHA residents
have enrolled in
Partnership programs

nearly
600
**Have Found
Employment**



READING SKILLS
RESUME WRITING COACHING
**ARE YOU A CHA RESIDENT
WHO NEEDS A JOB?**
TRAINING SUPPORT
SERVICE PLACEMENT

Chicago Housing Authority residents and Housing Choice Voucher (HCV) participants are eligible for job training and placement at any of the Chicago American Job Centers.

CHA/HCV RESIDENTS WILL RECEIVE:

- Enhanced in demand job skills
- Resume writing and interviewing skills.
- Technical and computer skills.
- Improved reading and math skills.
- A dedicated career coach.

For more information visit:
Web Address: <https://tapit.us/6pNOI> or Text: "CHA" to 474747

CHA CHICAGO HOUSING AUTHORITY
CHICAGO COOK WORKFORCE PARTNERSHIP
A partnership of the American Job Center network
workNet

Funding for these initiatives comes from two U.S. Department of Housing and Urban Development (HUD) grants: a \$2.8 million grant CHA received in 2020 to provide training and employment services for CHA residents and a \$20 million JobsPlus grant to help families who reside in public housing increase their earned income and become self-sufficient. This funding resulted in a JobsPlus program specifically serving residents of Altgeld Gardens and Dearborn Homes, connecting them with employment, education, and financial empowerment services.

Returning to the Workforce

AARP Foundation Back to Work 50 + Initiative

The Partnership serves a wide range of jobseekers, from a 16-year-old looking for his first job to a woman in her mid-50's ready to restart her professional life. While many workers aged 50+ are raising children and helping aging parents, more than three million are also looking for full-time employment. The Partnership's Back to Work 50+ program, funded by AARP, was designed to help people aged 50+ who want to gain confidence and skills while exploring opportunities to compete and succeed in today's workforce.

Participants benefit from workshops that focus on:

- the latest and best job-hunting techniques
- training resources
- individualized career counseling
- job coaching and skills development
- needs assessments
- referrals to supportive services that serve workers aged 50+

Nearly **4,000** people have enrolled in the Back to Work 50 + Initiative.

Some engage in its primary programming, called 7 Smart Strategies for 50+ Jobseekers, while others seek additional training.

Overall, nearly **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.



"I came back to work as a better person," says Jacquie J. At 54, Jacquie needed to re-start her career after caring for her mom. After facing difficulties in her job search, she turned to The Partnership's AARP Foundation Back to Work 50+ Program. The program, led by Latonya B., The Partnership's Program Manager, is for unemployed and underemployed people aged 50+ who want to successfully explore the skills needed to compete in today's workplace.

Recovering from Addiction

Our Response to the Opioid Crisis

In 2020, The Partnership received a one million dollar, 3-year National Dislocated Worker Emergency Funding grant from the U.S. Department of Labor, with support from the State of Illinois (DCEO). The dollars allowed The Partnership to fund treatment specialists during the crisis and to train job seekers with personal, lived experience directly tied to opioid addiction. The Partnership sought applicants who had lost a job due to opioid addiction, were caring for an addicted loved one, or whose economic well-being was otherwise impacted by the opioid crisis. The initiative included work-based training and subsidized employment in various high-growth sectors and offered support services for participants. In addition to immediately hiring

treatment specialists, the program provided career coaching and job readiness services to approximately 65 people. About half now have jobs in healthcare, ranging from Certified Nursing Assistant to Peer Recovery Support work, and the transportation and IT sectors. Most of the remaining participants continue to receive job search or occupational training services. Funding for this program ends June 30, 2022.



Kenneth is a Disaster Relief Employment (DRE) participant from the Above and Beyond Family Recovery Center, an employer partner of The Partnership. Kenneth trained as a Peer Recovery Support Specialist and obtained his Certified Recovery Support Specialist (CRSS) credential. He successfully completed the DRE program and is now a Health and Nutritionist Specialist.

Need Access to Digital Skills

One of the challenges exacerbated by the COVID-19 pandemic is the “digital divide,” the term used to describe the gap in internet access, computer availability and digital fluency faced by residents of underserved communities. Several Partnership programs work to address this disparity by collaborating with public, private, and philanthropic partners. Our work focuses on increasing digital literacy and fluency through access to quality broadband service and devices (hardware), as well as training to use both.

Free Virtual Workshops November 2021

Visit ChiCookWorks.Org/Workshop to register

All Mondays in November

**Resume Development: Employment Portfolio
(Application Tracking System)**

9 am to 10:30 am

**Professional EMAIL Components
(Domain, Attachments and Format)**

11 am to 12:30 pm

All Wednesdays in November

**LinkedIn: Professional Social Media
(Branding, Networking and Opportunities)**

9 am to 10:30 am

**Job Search Tools
(Web-based Applications)**

11 am to 12:30 pm



CHICAGO COOK
WORKFORCE PARTNERSHIP

A proud partner of the [AmericanJobCenter](#) network

Chi Codes

In 2021, The Partnership graduated our final cohort of the Chicago Codes pilot initiative, a unique “boot camp” that trained dozens of residents of Chicago’s African American and Hispanic communities for rewarding careers in Information Technology. Chicago Codes was launched in 2019 with funding from the Rockefeller Foundation, Facebook, Microsoft, Motorola, and the City of Chicago, and despite COVID-related challenges, **successfully engaged nearly 60 participants in preparation for careers in the fast-growing field of computer programming.** Instruction included building skills in JavaScript, HTML coding, Python, and a variety of commonly used coding applications. The course included an intensive 10-week session with the goal of enrolling up to 20 participants in each cohort.

Overall, 87% of program participants graduate from Chicago Codes, with all but a handful now gainfully employed.

Chicago Codes graduates were hired by such leading companies as Mason Dixie, CDW, Capgemini, Accenture and Tinkbox. Working with a variety of corporate and philanthropic partners and supporters, Chicago Codes met its goal of identifying an untapped tech talent pool in high-need Chicago communities and building a diverse pipeline for Chicagoland’s tech companies.



Ida M. lost her job due to COVID-19 and was accepted into the Chicago Codes Bootcamp cohort in September 2020. The 11-week bootcamp provided supportive instructors, class tutors and consultants. After successfully completing the program, Ida went from being laid off due to COVID-19, to getting a full-time job in upper management with a successful startup.

PCs for People

The Partnership is working with PCs (Personal Computers) for People in Cook County to create a workforce development model tied to computer equipment maintenance and refurbishment. Through electronic reuse, PCs for People provides the opportunity for all low-income individuals and nonprofits to benefit from the life-changing impact of computers and mobile internet. Illinois Governor JB Pritzker and Cook County President Toni Preckwinkle announced the program in December 2020.

The Partnership plans to fund a nationally recognized A+ certification training curriculum for at least four cohorts per year, of 20-25 individuals, learning to repair, refurbish, and maintain computers.



FREE COMPUTERS FOR STUDENTS

For qualifying Cook County residents:

People on SNAP, EBT, and Medicaid can qualify for a free desktop or a \$25 dollar laptop. You can pre-apply or you can also show up and go through the process on site.

**RIVER OAKS MALL
CALUMET CITY
SATURDAY, OCT. 23
10AM-6PM**

96 RIVER OAKS CENTER DRIVE BY THE SONIC
REGISTER: [HTTPS://BIT.LY/3BYJB3Z](https://bit.ly/3BYJB3Z)

 Cook County^{Ill.} Public Health  **COOK COUNTY GOVERNMENT** **COOK COUNTY HEALTH**

Upon completion, participants will be referred for permanent employment with private sector businesses. The Partnership is creating equipment distribution sites at our network of American Job Centers. The program has already introduced thousands of computers into previously unconnected households to increase digital equity.

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 each of the 132 municipalities within Cook County.

The Partnership invested more than \$54 million dollars of WIOA funding in support of comprehensive workforce development services for more than 9,000 customers. These funds served eligible Adults, Dislocated Workers (adults who have lost their jobs), and Youth both in and out of school (ages 16-24) with basic and individualized career services, including occupational training. 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.

Engaging young adults and youth is a high priority for The Partnership. Even before the global health pandemic, the world faced an unemployment pandemic among people between the ages of 16 and 24 which created nearly 90,000 Opportunity Youth in Cook County—young people both out of school and out of work. In response to this dire need, the Workforce Innovation and Opportunity Act specifically mandated that at least 75% of all youth funding be directed to services for Opportunity Youth. The Partnership, in alignment with local needs, directs 85% of

its federal youth funds to this population, with the balance serving high school students. Over the past program year, we continued to focus on youth programming, utilizing trauma-informed tools that recognize and respond to signs, symptoms, and risks of trauma to better support the needs of youth who have experienced trauma related to COVID-19.



During the early stages of the pandemic, Alexander A. returned to the culinary field after years away from it. With training and support funded by a Disaster Recovery grant, he worked with The Partnership and The Greater Chicago Food Depository to return to work he loved and is giving back to communities impacted by the pandemic as a Meal Production Assistant.

Job Seeker Focused

Pursuant to WIOA, occupational training is provided free of charge through Individual Training Accounts (ITAs). ITAs serve as tuition vouchers that can be used to cover the cost of training resulting in industry-recognized credentials, certifications, or degrees obtained from approved training providers. In PY '21, The Partnership allocated more than \$16 million in ITA funds.

In PY 20, The Partnership issued 2,863 ITAs valued at more than \$16 million. During the year, 1,985 people completed their training and 1,487 of those individuals (approximately 75%) became employed.

Employer Focused

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:

Employer-Driven Training

On-the-Job Training (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.



Ain't She Sweet Cafe' is a Black woman-owned small business located in Bronzeville. The Partnership worked with the southside café to fill staff and intern positions with people who are passionate about working in the foodservice industry—and our services are free.

During the last program year* participating employers were reimbursed \$952,822 for 197 on the job participants; 88 adults, 98 dislocated workers and 11 youth members.



Brown Sugar Bakery, a Black women-owned business, received on-the-job-training (OJT) at no cost, and the bakery has hired five employees from The Partnership's Hospitality and Tourism Sector Center.

* Program Year 2020: July 1, 2020 to June 30, 2021.



When Kathleen was laid off, she became a registered WIOA client at the South Suburban Cook County American Job Center at Prairie State College. She worked with a WIOA career coach to document her career research and outline her career goals and plan. Kathleen successfully completed the program and is now employed with Advocate Health as a Certified Medical Assistant.

Customized Training typically involves longer-term training than OJT and often involves a third-party trainer identified by either the employer or a workforce development partner. The training targets attainment of specific skill sets, and credentials identified as critical to a particular industry, or position within a company. Often the training may pertain to a new product stream or contract which requires the company to increase its labor force. Due to the robust nature and length of training, the employer often pays a significant share of the cost.

Due to the challenges created by the pandemic in PY 2021 Customized Training was paused during the past year. However, we forecast the significant need for this service as the economy continues to recover.

Incumbent Worker Training (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.



Austra is a small, female-owned, and female-led business in Chicago that promotes self-care products. Seven of ten of Asutra's local employees received training while they worked—at no cost to the company or their employees! This Incumbent Worker Training (IWT) helps businesses like Asutra remain competitive!

Last program year,
the Partnership approved
\$494,594
for IWT projects.

This represents

310
employees
trained

|
for
|

15
separate
training projects

in manufacturing, information
technology and health care at
companies such as:



Animated Manufacturing Co., a metal stamper located in South Holland, IL, funded by The Partnership to develop an advanced industrial maintenance mechanic program for junior staff. This initiative enabled the company to upskill existing employees while capitalizing on the knowledge held by only a couple of individuals who were nearing retirement. The company was able to completely reignite its trajectory by creating a sustainable long-term training program to ensure continuity of skills and career advancement for its staff.



Estes Laser Manufacturing, a precision sheet metal fabricator in Schaumburg, IL, developed a quality management system as a result of training funded by The Partnership, allowing it to compete for contracts requiring International Organization for Standardization certification. Attaining this rating increased the company's long-term viability, sustainability, and competitiveness.

WIOA PY 2020 Adult Snapshot

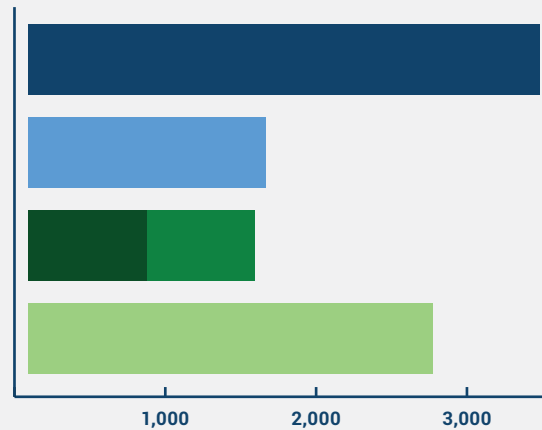
July 2020 – July 2021

Demographics



● Female 50.2%	● Black 57.5%	● White 23.5%
● Male 48.2%	● Hispanic 19.3%	● Asian 5%

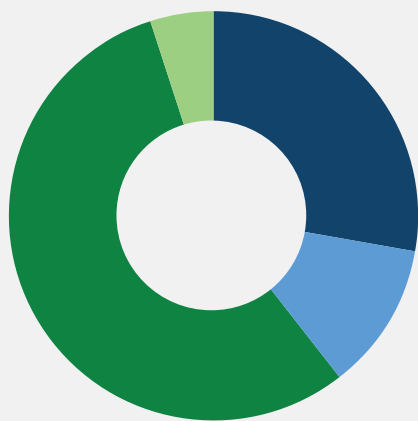
Individuals Enrolled



● Served 3,390	● Exited * 1,500
● New Enrollments 1,577	● Received Training 2,682

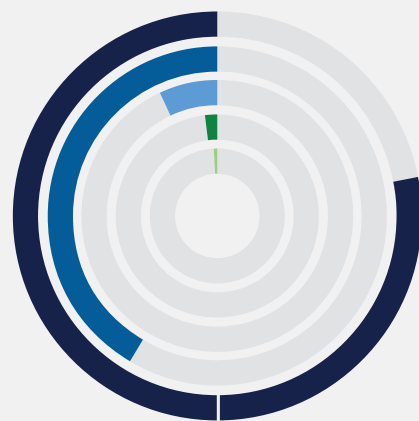
*(including 889 with a job)

Education



● College Graduates 23.4%	● High School Diploma 46.6%
● Some College 9.7%	● High School Dropout 4%

Economic Barriers



● Low-income* 78.2%	● Offender 7%	● Homeless 1%
● Basic Skills Deficient 41.6%	● Veterans 2%	

*(63% on food stamps)

WIOA PY 2020 Dislocated Workers Snapshot

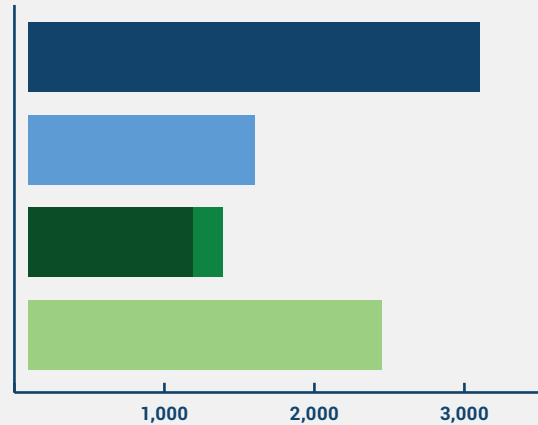
July 2020 – July 2021

Demographics



Female 40.2%	Black 36.9%	White 40.9%
Male 57.3%	Hispanic 25.4%	Asian 5.5%

Registrants Served



Registrants 3,187	Exited * 1,472
New Enrollments 1,639	In Training 2,408

*(including 1,121 with a job)

Education



College Graduates 43.6%	High School Diploma 36.3%
Some College 6.8%	High School Dropout 3%

Economic Barriers



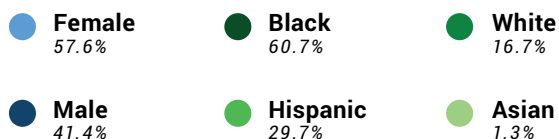
Low-income* 52%	Basic Skills Deficient 29.4%
Receiving Benefits 87.5%	Veterans 5.3%
Exhausted Unemployment 10.9%	Offenders 2.9%
Long-term Unemployment 9.7%	

*(11% on food stamps)

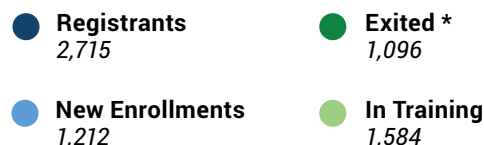
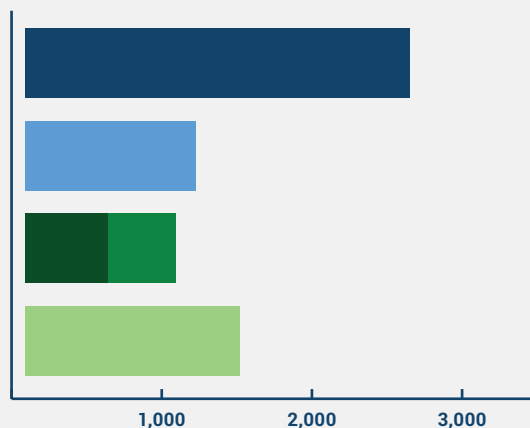
WIOA PY 2020 Youth Snapshot

July 2020 – July 2021

Demographics

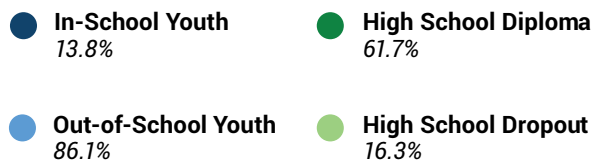
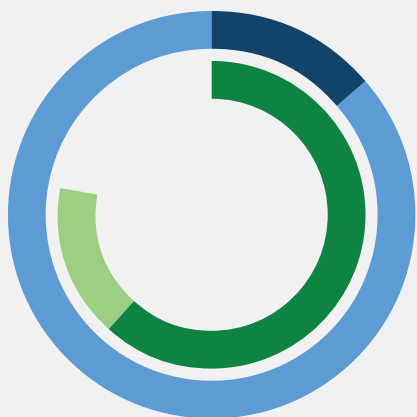


Registrants Served

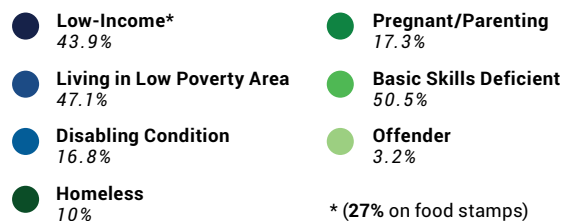


* (including 597 exit with employment)

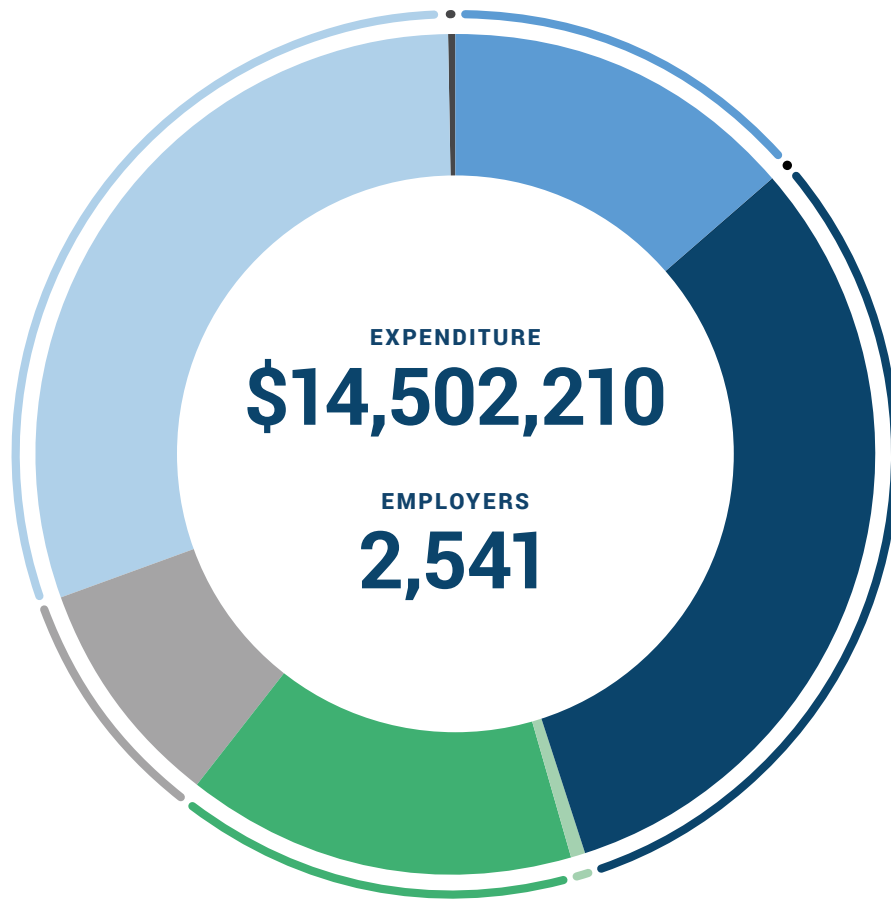
Education



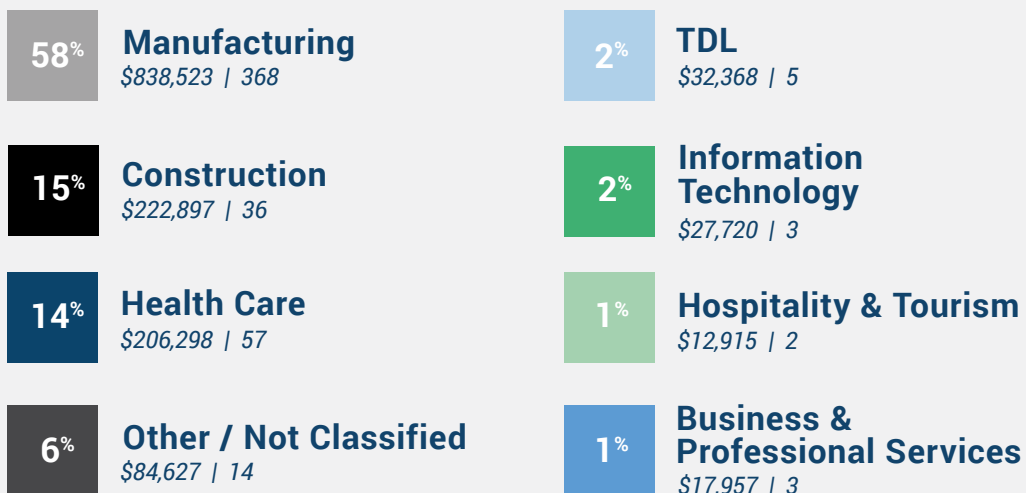
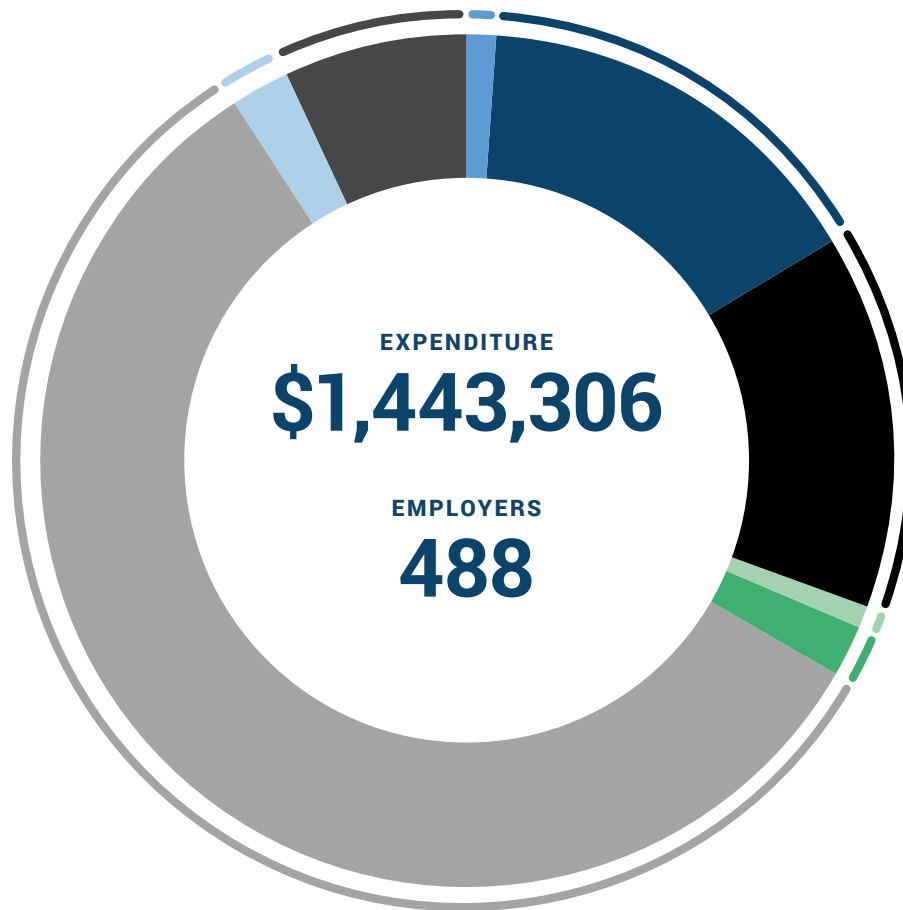
Economic Barriers



Individual Training Accounts



Employer Facing Training Funding



Young Adult Outreach

Engaging young adults is a priority for The Partnership.

Young people often find themselves either wanting or needing to work, but don't where to begin. Reaching out to them using tools they are familiar with can increase the likelihood of making a true connection that can lead to the start of a lifelong successful career journey. All of us, at one time or another, need to "see what we can be."

Roadtrip Nation

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.

An alumna of The Partnership's programming at Phalanx Family Services, Yasmine Tolbert from south suburban Harvey, was selected by Roadtrip Nation to join three other young people to travel the Midwest and East Coast and speak to executives about their professional experiences. The series also featured an interview with Partnership then CEO Karin M. Norington-Reaves about her experiences and hopes for the coming generations now entering the workforce.



Opportunity Works

Working with the Office of Cook County Board President Toni Preckwinkle and private funders, The Partnership created Opportunity Works. Designed as a training program for opportunity youth (young adults who are not in school and not connected to employment) in suburban Cook County that connects them with businesses in high-growth sectors, Opportunity Works offers participants paid internships exposing them to careers they may not have considered in Manufacturing, Information Technology, Healthcare, and Transportation, Distribution and Logistics. The program graduated its 1,000th intern in 2020.



Isaac F. began the program as a new high school graduate interested in the law enforcement career path. As the week of Foundational Skills progressed, he became more engaged and was placed with manufacturing in Palmer Square. They went on to hire him on the spot at the end of the program and he has now progressed to Assistant Team Leader and is beginning certifications in both Forklift Operator, and potentially welding.



Business Relations and Economic Development

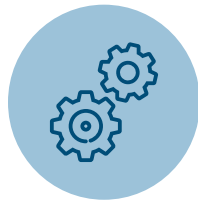
The Partnership takes an industry-centered, demand-driven approach to workforce development rooted in the region's seven high-growth, high-demand sectors:



Business and Professional Services



Information Technology



Manufacturing



**Construction/
Skilled Trades**



Healthcare



**Retail, Culinary,
Hospitality &
Tourism**



**Transportation,
Distribution
and Logistics**

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 promote the workforce system's business services by delivering 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 can "hit the ground running" ready to enhance employer services
- Working with employers to identify and create customized training plans and develop innovative programs for current employees and new hires
- Connecting employers to tax incentives and training reimbursement grants, creating cost savings that can be reinvested in a business

The Partnership's Healthcare Sector Center

The Partnership is an innovator in workforce development in the healthcare sector. In 2018, The Partnership worked with prominent regional healthcare partners to create the innovative Medical Assistant Pathway Program (MAPP). MAPP provides an 18-month curriculum that allows existing employees to receive training to be promoted to Medical Assistant, fostering career growth while meeting a growing employer need. The healthcare sector was greatly impacted by the pandemic as its training and employment needs grew drastically.

In 2021, The Partnership worked with healthcare partners to match individuals who had lost their jobs in the hospitality sector with open positions in food services and other departments at area hospitals. Employer-partners using the center's services include Northwestern Medicine, Amita Health, and Rush University Medical Center.

**The Healthcare Sector
Center recruited for**

240 openings
with healthcare organizations
during the last program year.



Jasmine B. was laid off from her retail position during the pandemic. The Partnership's Hospitality and Tourism Sector Center connected her to the Healthcare Sector Center as her skills were transferable. She is now a Certified Medical Assistant with Mt. Sinai Hospital.

“ I know I can make a difference to the people, organizations,
and communities I serve by this work that I do. ”
– Kathleen Brannigan, Healthcare Sector Center Specialist

The Partnership's Information Technology (IT) Sector Center

In today's world, information technology encompasses more than just computers, data, and information storage. During the pandemic, it became even more clear that technology is the backbone of our communications network and runs through nearly every workforce sector. In many ways, it is the thread that connects Chicago's 77 neighborhoods and the hundreds of municipalities in Cook County. The Sector Center's employer partners include Cisco, American Eagle, Wintrust, and Accenture.

**In the last program
year, the Sector Center
recruited for more than**

270
open positions.



Monique H. enrolled in courses at the IT Career Lab, a part of The Partnership's network. She successfully completed her training and earned a Cisco Certified Entry Networking Technician (CCENT) certification! After graduating, Monique started her career in Tech/IT and was hired as Administrative IT Support.

“

I love the work that I do, mainly because I help move the needle in my sector. Information Technology is a vibrant industry, and I want to ensure that all minority groups are represented in this industry.

”

– Victor Vizueta, IT & Technology Sector Center Specialist

The Partnership's Transportation, Distribution and Logistics (TDL) Sector Center

Chicago is the intermodal hub of North America, the critical transportation hub for the Midwest and home to more than 14,000 TDL firms. Approximately 25% of all freight trains and 50% of all intermodal trains in the U.S. pass through metropolitan Chicago, which serves as the continent's main interchange point between western and eastern railroads. Employer partners include industry leaders such as Uber, UPS, and United Airlines and smaller and midsize partners like Worldwide Flight Services and Green Grease.

**The TDL Sector Center
recruited for more than**

1,600

**open positions during
the last program year.**



Jhomie C. pursued training through the Partnership's network of American Job Centers after losing his job during the pandemic. Prior to enrolling in a training program, he had no experience in truck driving. Jhomie successfully navigated training to start his new career in TDL and currently works for Schneider National.

“ It has given me great pleasure to assist and support others in creating opportunities to improve their lives and advance their careers. ”

– Patricia Moore, TDL Sector Center Specialist

The Partnership's Hospitality and Tourism Sector Center

The Chicago region is historically a national leader in the hospitality sector, including its robust tourism industry and world-class hotels and restaurants. This sector suffered greatly during the pandemic due to the required closure of indoor dining service and its recovery is vital to the region's ability to rebound and regain its economic strength.

The Hospitality and Tourism Sector Center recruited for 1,000 positions over the last program year and was able to support more than 230 former hospitality employees with job placements in other industries.

Employer partners range from household names like Starbucks and McDonald's to Aramark and some of the world's largest hotel chains, such as Marriott, Hyatt, and Hilton. To hear more from regional experts in this field, tune into the Hire Frequency podcast called Hospitality "Re" Hires, about the sector's experience and resilience during this challenging time.



SmasHotels participated in a Hospitality Hiring Event hosted by Illinois Hotel & Lodge Association and The Partnership's Hospitality & Tourism Sector Center, in which employers interviewed more than 100 applicants. SmasHotel requested a second interview with more than a dozen job seekers that participated in the Hiring Event. The HR Director of SmasHotels has also embraced The Partnership's business tools, on-the-job training, and customized training.

“During the pandemic, the Hospitality and Tourism Sector Center worked closely with the industry to offer employer assistance. We engaged more than 20 new employer-partners seeking talent and workforce resources.”

– Marion Batey, Hospitality and Tourism Sector Center Specialist

True to our goal of equal access to economic opportunity, The Partnership strives to prepare a diverse labor force for opportunities in sectors where women, people of color, and veterans are traditionally underrepresented.

Manufacturing Sector

Companies in Chicago and Cook County make up an important part of the U.S. manufacturing industry. The sector requires critical thinking and problem solving on a daily basis and is no longer a sector whose typical work environment consists of “grit, grime and grease.” Increased automation and smart manufacturing practices have transformed the industry. Computer Numerical Control (CNC) Machinists and Industrial Maintenance Mechanic positions are in high demand.

Over the last program year, 190 employer partners shared approximately 3,000 manufacturing job openings with The Partnership’s network.

To hear more from regional experts in this field, tune into the Hire Frequency podcast called No Grit, No Grease, No Grime: Manufacturing in the Modern Era, dispelling myths and reintroducing the sector to many.



Jorge T. started welding classes at Jane Addams Resource Corporation (JARC), an agency in The Partnership’s network, while caring for his family. Upon completion of his courses and training, he was able to shift to a new career path. Jorge currently works as an electrician at the International Brotherhood of Electrical Workers (IBEW) Local Union No.9, using his skills from JARC.

“ We should portray the communities we serve as sources of untapped potential, and the companies we work with as pioneers who are willing to change their ways and lead the rest forward.

– David Swanson, Manufacturing Specialist

”

The Construction/Skilled Trades Sector

The Partnership administers a portfolio of construction trades initiatives that meet industry demand for training and placement in apprenticeship programs, public agencies, and private contractors. In collaboration with state and local agencies, The Partnership has successfully recruited and employed people with the Illinois State Toll Highway Authority, the Chicago Transit Authority (CTA), the Chicago Department of Transportation (CDOT), and the City of Chicago.

Since 2018, The Partnership
has served more than

2,300

candidates

to advance diversity, equity, and inclusion with awarded General Contractors and Subcontractors and support men and women seeking career opportunities and participation within the skilled building trades, including office and field management support.



Ismael H. is a participant of Construction Works, a free program powered by the Illinois Tollway and administered by The Partnership. His Career Coach at The Partnership's Southwest Suburban-North Riverside AJC, operated by SERCO, assisted Ismael with obtaining his CDL license and connected him to a railway union laborer position.

“We work to ensure that women and people of color, who have traditionally been excluded from the unionized - and non-union side as well - have career opportunities with family sustaining wages, have access to a career in the skilled trades.”

– Shoshiwa Shields, Construction Initiatives

Layoff Aversion and Business Closure Supports

Under the federal Worker Adjustment and Retraining Notification (WARN) Act, employers facing significant layoffs or business closures must provide advanced warning to local officials. This permits employers to wind down operations while activating safety nets to ensure as little disruption as possible to workers' incomes. The Partnership is the designated agency that takes immediate action (formerly known as Rapid Response) in response to WARN notices in Chicago and Cook County.

The Partnership's action is designed to provide early intervention, help avert potential layoffs, and decrease the potential for unemployment through immediate on-site services to affected workers. These re-employment services include referrals to the same or similar roles at other companies, hiring events, comprehensive career services, and occupational training for new careers. Rapid Response services also include transitional support information such as unemployment insurance, interim healthcare coverage including information on COBRA, the open market Insurance options, and protecting retirement accounts while in employment transition.

Due to the pandemic, virtual Rapid Response workshops replaced what would historically have been in-person workshops.

During the last program year



The great majority of those notices indicated temporary layoffs or furloughs which generally triggered pandemic unemployment benefits.



2021 Financial Reporting

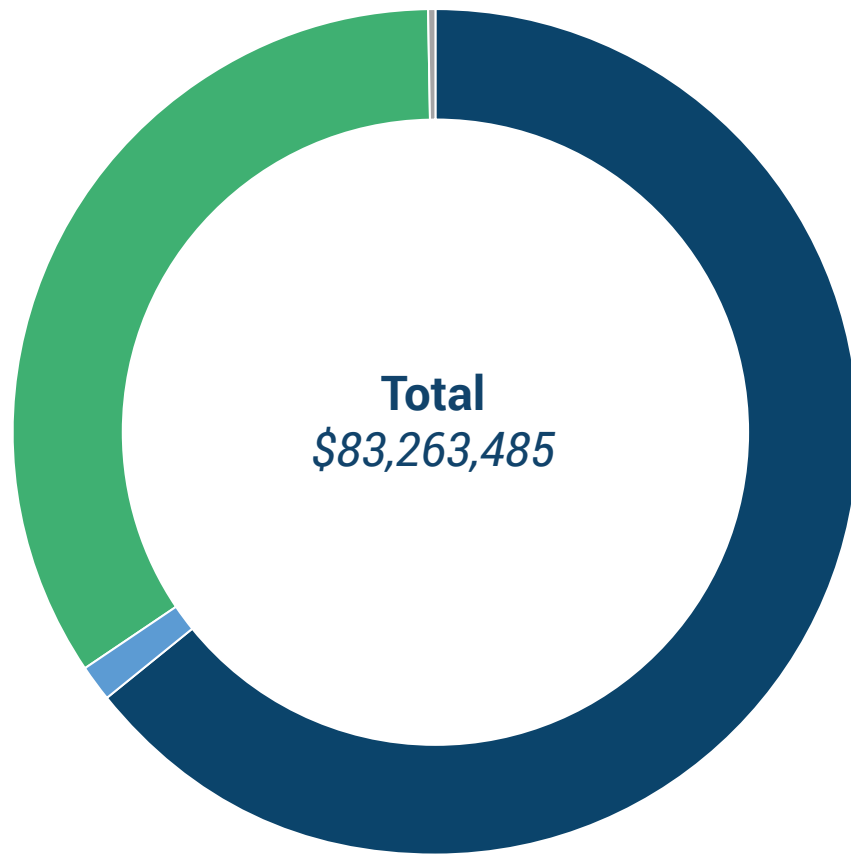


REVENUE



EXPENSES





PROGRAM EXPENSES BY AREA

63% **Workforce Innovation and Opportunity Act**
\$53,003,755

35% **Special Populations**
\$28,881,820

1% **Sector Initiatives**
\$1,172,074

<1% **Workforce Demonstrations Pilot**
\$205,836



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