



Inspiring Change
Enriching Lives

CHICAGO JOBS COUNCIL
2008 ANNUAL REPORT



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FY 2008 FUNDERS

Alphawood Foundation
Bank of America/LaSalle Bank
Chicago Community Trust
Chicago Tribune Charities
Grand Victoria Foundation
The Joyce Foundation
JP Morgan Chase Foundation
The John D. and Catherine T. MacArthur Foundation
Lloyd A. Fry Foundation
The Partnership for New Communities
Polk Bros. Foundation
Woods Fund of Chicago

LETTER FROM THE EXECUTIVE DIRECTOR

Dear Colleagues:

Another year filled with challenges and opportunities has come and gone, but your support and commitment to the work that the Chicago Jobs Council undertook during the past year has been unwavering and for that, on behalf of the entire CJC staff, I thank you!



Robert Wordlaw with J. William McVey of OAI, Inc., the 2008 Betty J. Willhoite Volunteer of the Year award recipient.

For CJC it has been a year of growth — internally, with several new staff members, and programmatically, with our work expanding further in communities outside of Chicago. Two more communities have joined our Statewide Outreach and Public Information Initiative — Springfield and the West Suburbs of Chicago. We have also deepened CJC's involvement outside of Chicago by offering Frontline Focus trainings in Springfield and Aurora, and by further drawing these communities into the Illinois Works for the Future campaign.

The challenges of providing quality service to the growing number of people living at or below poverty continue to increase while the resources needed to assist these individuals continue to shrink. CJC members and other providers, in spite of the increase in demand and demise of funds, have somehow managed to continue to provide quality workforce development services to unemployed and underemployed individuals.

In spite of the dire economic situation confronting us all, CJC is excited about new opportunities to raise the level of discussion on the integration of workforce and economic development at both the city and state levels. In the coming months we will reach out to more providers to not only have them assist us in shaping and responding to policy, but to actively engage more of them in the process of forming policies. We want to position our members and other providers to be proactive and effective spokespersons on behalf of the customers they serve.

CJC plans to continue to assist these hardworking organizations in every way possible for years to come. We will advocate for policy change, offer information and other resources, and train workforce development staff to help providers better serve their clients. We will do our best to continue to inspire change and enrich lives.

Sincerely,

A handwritten signature in dark ink that reads "Robert E. Wordlaw". The signature is written in a cursive style and is positioned over a large, faint, light-colored circular logo that features a stylized tree or plant design.

Robert E. Wordlaw
Executive Director

CHICAGO: INSPIRING CHANGE, ENRICHING LIVES

CJC works with our member organizations across the city to improve the local and state workforce development system for disadvantaged job seekers and low-wage workers. This year, CJC increased our city policy staff, allowing us to participate in important new city initiatives and to expand our advocacy for new funding and policies.

Highlights

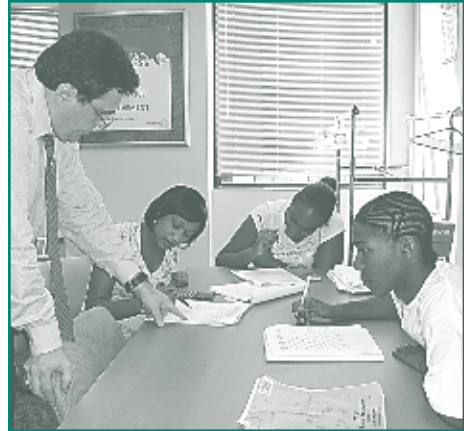
In 2007 CJC began to co-chair the policy advisory group for Chicago LEADS (Leading Economic Advancement, Development, and Sustainability). Led by the Chicago Mayor's Office, the initiative aims to build wealth in communities, in part by improving the skills of workers who can then secure career-path jobs. It also integrates the workforce development, economic development, and education systems to better meet the needs of businesses and working Chicagoans.

CJC facilitated member input into the Department of Children and Youth Services Request for Proposals process for Workforce Investment Act funding, resulting in key improvements.

CJC continues to convene and staff Opportunity Chicago, an initiative designed to place 5,000 Chicago Housing Authority residents in jobs by the end of 2010. The initiative has surpassed this year's milestone by placing over 1,000 individuals.

What's Ahead

New city level work in the coming year includes: participation in the Offender Workforce Development Specialist training offered by the National Institute of Corrections, which will increase CJC's capacity to assist organizations that serve ex-offenders and to deliver the same training to providers across Illinois; a partnership with the City to implement a jobs initiative related to its Chicago Climate Action Plan, which will pilot training projects that prepare people for jobs in emerging green industries; and the development of workforce development recommendations with regional experts for Go To 2040, a regional



Jobs for Youth instructor Stephen Smith works with students in the pre-employment program.



Heartland Alliance, an Opportunity Chicago provider partner, prepared CHA resident Sheila Jackson for her job at the Bronzeville Skilled Nursing and Living Center.

planning initiative led by the Chicago Metropolitan Agency for Planning.

BIG SHOULDERS, BIG CHALLENGES: AN UPDATE

A major accomplishment this past year was the update to CJC's *Big Shoulders, Big Challenges* report. The updated study of Chicago's publicly funded workforce development system examines funding changes over a two-year period, including type of services funded, neighborhoods that benefited, and populations served.

The report presents six recommendations to improve the system:

- 1) Increase employment services for special populations
- 2) Target underserved communities for capacity building efforts
- 3) Assess and evaluate promising program models for expansion potential
- 4) Secure community-based access to Workforce Investment Act services
- 5) Enhance TIF Works to better link job training to economic development
- 6) Foster the development of career advancement opportunities for the working poor

Workforce development expert Davis Jenkins of Columbia University believes the report "is a must-read for aldermen and other policy makers who want to maximize the impact of public workforce funding and infrastructure."

CJC uses the report to promote improvement to Chicago's workforce development system so that it better serves disadvantaged job seekers and low-income workers. CJC presented the report's findings to several Chicago aldermen to better equip them to represent the needs of their constituents.

Alderman Pat Dowell commented, "I already knew that many residents need jobs or better jobs, but this report carefully described how the City can better serve these job seekers. This information will help me advocate for improved policies, especially around the need to build the capacity of local service providers."

City staff also appreciated the report. As Assistant Commissioner Daisy Lezama of the Chicago Department of Children and Youth Services said, "We are as concerned as CJC is in meeting the needs of Chicago's labor market and preparing Chicago's workforce for today and tomorrow. This complete and informative resource will help us meet our goals."



A St. Leonard's Ministries work crew begins renovating a building.

ACROSS THE STATE: INSPIRING CHANGE, ENRICHING LIVES

Through the Statewide Outreach and Public Information Initiative, CJC works closely with stakeholders in Rockford, Aurora, Decatur, Springfield, and the Western Suburbs of Chicago to increase their capacity to provide employment services. As jobs councils become more established, local advocates improve the quality of services delivered to low-income people in their communities. In addition, they inform CJC's advocacy for state level policy change.



Top: Antoinette Toliver, a graduate of the Hesed House-Waubonsee Community College program, is now a bus driver.

Bottom: April Benton, another program graduate, works in the medical supply field.

Highlights

Over the past year, CJC has helped establish the West Suburban Jobs Council. As the newest site in our statewide efforts, this jobs council has over 30 members serving low-income, disadvantaged job seekers in DuPage County.

Under the leadership of the Rockford Area Economic Development Council, Rockford Jobs Council (RJC) members are using CJC's funding streams map as an example to develop a resource map for their own community. In 2007 the RJC launched its Web site, which can be found at: www.rockfordjobs.net.

Aurora Area Jobs Council (AAJC) member organizations successfully implemented a training program designed to help homeless people join the workforce. Offered by Waubonsee Community College at AAJC member agency Hesed House, the program has trained 35 participants and has secured funding from the City of Aurora through the next fiscal year.

CJC staff assisted Decatur Jobs Council (DJC) members to design and secure funding for two new programs. First, Project Read

and Homeward Bound secured \$100,000 from the City of Decatur to improve the literacy of job seekers. Second, collaboration amongst the Decatur Community Foundation, Workforce Investment Solutions, Decatur Area Technical Academy, and Spannaus Consulting secured a Job Training and Economic Development (JTED) grant for a welding training program — the first JTED grant ever awarded in Decatur.

In Springfield, CJC co-hosted a forum for 35 business, nonprofit, and government organizations where participants identified strategies for creating more employment and training options for Springfield’s low-income residents. Following the forum, CJC continues to support an existing group of providers with information about new workforce development strategies, including emerging “green jobs” opportunities. Also, at the invitation of the Heartland Continuum of Care, CJC began to chair its Workforce Development Subcommittee.

What’s Ahead

In the coming year, CJC will continue to work with local jobs councils and their members to strengthen local workforce development capacity, including offering more professional development opportunities through CJC’s Frontline Focus Training Institute and engaging local supporters in the Illinois Works for the Future campaign.

Illinois Works for the Future Campaign Gains Ground

The Illinois Works for the Future (IWF) campaign is now endorsed by 48 organizations across the state. With campaign partners the Center for Tax and Budget Accountability and the Sargent Shriver National Center on Poverty Law,



Above: A trainer in Homeward Bound’s catering program, Darnella Snipes, prepares to instruct her students.

Below: Participants in Decatur’s JTED-funded welding program.



CJC is advocating for an integrated economic and workforce development policy in Illinois that produces skilled workers in strong businesses with good jobs that foster thriving communities.

This year, CJC was invited to testify for IWF policy and funding priorities at the House Budget Hearings in Rockford and Chicago and at a Senate Appropriations Hearing in Springfield. IWF recommendations included the creation of a workforce and economic development fund to be used to expand proven workforce development strategies and initiatives, including the JTED program, the Employment Opportunities Grant Program, and transitional jobs strategies. CJC also successfully advocated for the Illinois Department of Human Services to set aside \$1 million of funding for a pilot transitional jobs program for welfare recipients in Chicago.

BUILDING ON LOCAL EFFORTS IN SPRINGFIELD

Not every city needs its own jobs council. Some, like Springfield, already have strong networks of organizations that provide services to low-income and disadvantaged individuals. While these groups do not always focus on employment issues, they all work with people who need access to better employment.

Here, the best approach to improving local workforce systems is to build on these existing networks, helping groups to focus more specifically on employment and providing information and technical assistance. In some cases, CJC can also help broker new relationships among players who have not previously worked together.

One such local network is the Heartland Continuum of Care in Springfield. CJC has helped the network's members — homeless shelters and other organizations



Springfield's Heartland Continuum of Care leaders discuss the progress of the workforce development subcommittee at the Youth Service Bureau.

that directly serve the most disadvantaged Springfield residents — think strategically about accessing workforce development resources and developing local programs. CJC chairs its Workforce Development Subcommittee and participates in a group launched by the local Illinois Department of Employment Security office and Sangamon County Community Resources, called Serving the Formerly Incarcerated in Sangamon County.

CJC shares best practice models from other communities, connects Springfield to organizations with common interests in other communities, and provides program and funding information to local organizations.

For example, CJC arranged for the Illinois Department of Corrections to present information about its transitional jobs and supportive housing funding at two community meetings. Brenda Johnson, co-chair of the Continuum of Care and executive director of the homeless shelter Helping Hands, explained, “CJC has been a valuable resource for our community. CJC staff has supported our work by connecting our entity, the Continuum of Care, with government agencies like the Department of Corrections and their efforts to find employment for low-income job seekers.”

CJC has also worked with local partners such as Lincoln Land Community College to explore innovative employment strategies, most recently around green collar jobs. Judy Jozaitis of Lincoln Land worked with CJC to host the Green Economy Forum. She explained, “A lot of people are hearing about green collar jobs, but most don’t know what they are or how they can help our local economy or our workforce. The forum that we pulled together with CJC helped educate providers, policy-makers, and funders.”

Going forward, CJC will continue to help Springfield groups learn about new opportunities in workforce development and to build the kind of partnerships that result in more coordinated employment services for Springfield’s low-income residents.

ON THE FRONTLINE: INSPIRING CHANGE, ENRICHING LIVES

Designed to build the professional skills, resources, and networks of workforce professionals, CJC's Frontline Focus training program has become a leader in this field. This year, CJC offered more trainings and served more people than ever before, and the demand continues to grow.

Highlights

In the last year, CJC offered 11 workshops and courses to help participants learn more about the workforce development landscape, how to work with employers, and how to best serve special populations. These included the popular ten-session Skills and Strategies for Working with Employers, which CJC offered in both the fall and the spring, and one session of Working with Job Seekers with Criminal Backgrounds, which helps participants to better serve clients with this barrier to employment. CJC also offered four Introduction to the Workforce Investment Act workshops and four Job Developer Orientations.

CJC increased the number of trainings offered this year, allowing us to serve 40 percent more participants than in the previous year: a total of 247 workforce professionals representing 110 diverse organizations took part in Frontline Focus.

We were also able to extend our reach to deliver training to workforce professionals in Aurora.

With the growth of Frontline Focus, CJC has added two new trainers and three new job development resource professionals to the instruction team.

What's Ahead

In the coming year, CJC will nearly double the number of trainings we offer — including at least two outside of the Chicago area — and help develop the skills of 500 workforce professionals. In addition to the programs CJC already

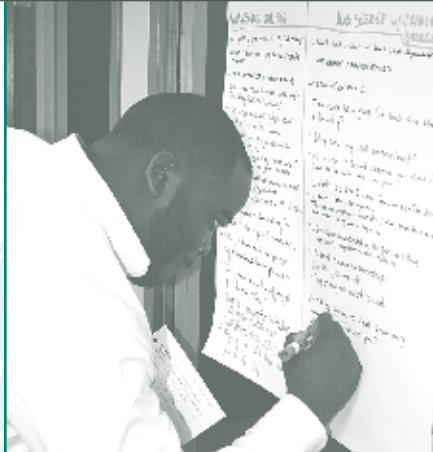


Lisa Hampton from the Illinois Department of Corrections instructs participants in the “Criminal Backgrounds” session of CJC’s Skills and Strategies for Working with Employers.



Participants in CJC’s Working with Job Seekers with Criminal Backgrounds course do a small group exercise.

offers, we are adding three new trainings: the Employer Pitch Clinic, Working with Youth Job Seekers, and Working with Job Seekers with Disabilities. We will also organize our first reunion for the approximately 200 alumni of the Working with Employers course. All of these developments are helping CJC to establish the Frontline Focus Training Institute.



FRONTLINE FOCUS GOES STATEWIDE

In the fall, Frontline Focus offered the Job Developer Orientation to 26 Aurora area workforce development professionals who work in community organizations, local government agencies, and community colleges.

This full-day workshop is designed for new workforce development staff who interact directly with employers to create opportunities for job seekers. Participants learn how to communicate effectively with employers and how to meet the needs of their two distinct customers: the job seeker and the employer.

Participants gave rave reviews of the session. They appreciated activities that allowed them to practice approaching employers about hiring their clients. Kim Aponte, a case manager in charge of welfare programs for Aurora Township, remarked that the trainer “hammered home how you need to sell your clients to the employer by highlighting their skills.”

With growing numbers of formerly incarcerated persons living in Aurora, workforce professionals struggle to find employers willing to hire this population. Doug Szempruch, instructor for the employment program for the homeless at Hased House, explained, “It’s a big group here and I will use CJC’s advice on how to convince an employer to hire someone with a background.”

Networking also enhances these professionals’ ability to serve their clients. Doug explained, “I got a lot of information from a lot of different people. I met a lot of different groups I didn’t even know existed in the area. You got a chance to pick everybody’s brains.”

Providers outside of the Chicago area look forward to more training opportunities with CJC. As Doug explained, “I’d like to attend more sessions on how to work with ex-offenders and others with specific barriers to employment.” CJC hopes to bring more of these sessions to the communities we work with outside of Chicago.

Jonas Cleaves from St. Sabina Employment Resource Center shares his ideas during a Frontline Focus training.

FISCAL YEAR 2008 FINANCIALS

CHICAGO JOBS COUNCIL STATEMENT OF FINANCIAL POSITION

Period ending June 30, 2008 (Unaudited)

ASSETS

| | |
|--|--------------------|
| Checking/Savings | \$ 847,999 |
| Grants & Accounts Receivable | 306,472 |
| Contract Advances Due from Delegate Agencies | 30,000 |
| Prepaid Expenses | 29,206 |
| Fixed Assets, Net | 43,297 |
| Total Assets | \$1,256,975 |

LIABILITIES AND NET ASSETS

Liabilities:

| | |
|-----------------------------|------------------|
| Accounts Payable | \$ 0 |
| Custodial Funds Payable | 7,221 |
| Other Current Liabilities | 53,089 |
| Government Contract Advance | 250,000 |
| Total Liabilities | \$310,310 |

Net Assets:

| | |
|-------------------------|------------------|
| Beginning Net Asset | \$1,000,400 |
| Change in Net Asset | (53,735) |
| Total Net Assets | \$946,665 |

| | |
|---|--------------------|
| Total Liabilities and Net Assets | \$1,256,975 |
|---|--------------------|

FISCAL YEAR 2008 CJC MEMBERS

Organizational Members

A Safe Haven, L.L.C.
Albany Park Community Center, Inc.
Alternative Schools Network
Asian Human Services
B.U.I.L.D., Inc.
Career Advancement Network
Carepoint Adult, Child & Family Association
CARES Chicago
Cease Fire Chicago Project for Violence Prevention
Central States SER
Charles A. Hayes Family Investment Center
Chicago Area Project
Chicago Christian Industrial League
Chicago Commons E.T.C.
Chicago Community Learning Center
Chicago Federation of Labor Workers Assistance Committee
Chicago House and Social Service Agency
Chicago Lighthouse for People Who Are Blind or Visually Impaired
Chicago Urban League
Chicago Women in Trades
Chicagoland Chamber of Commerce
Chinese American Service League
City of Evanston Department of Health and Human Services
CJG Communications, Inc.
Community Assistance Programs
Cook County President's Office of Employment Training
Corporation for Supportive Housing DESI
Easter Seals Metropolitan Chicago
Egan Urban Center, DePaul University
Employment and Employer Services
Erie Neighborhood House
Eyes on Austin
Featherfist
Franciscan Outreach Association
Goldie's Place
Goodwill Industries of Metropolitan Chicago
Grand Boulevard Federation
Greater Chicago Food Depository
Greater West Town Community Development Project
Growing Home, Inc.
Harborquest

Haymarket Center
Health and Disabilities Advocates
Heartland Alliance
Housing Opportunities for Women
Humboldt Park Social Services, Inc.
i.c. stars
Illinois Manufacturing Foundation
Inner-City Muslim Action Network
Inspiration Corporation
Instituto del Progreso Latino
Jane Addams Hull House Association
Jane Addams Resource Corporation
Jobs For Youth
K. Johnson and Associates, Inc.
La Casa Norte
LEED Council, Inc.
lePenseur Youth & Family Services, Inc.
Liberation Christian Center
Local Initiatives Support Corporation
Marriott Foundation for People with Disabilities
Maximus
Mercy Housing Lakefront
National Able Network
Neighborhood Technology Resource Center
New Moms Inc.
North Lawndale Employment Network
OAI, Inc.
One Economy Corporation
Phalanx Family Services
Polish American Association
Pyramid Partnership, Inc.
Safer Foundation
Sankofa Safe Child Initiative
Sargent Shriver National Center on Poverty Law
Seguin Services
Southeast Chicago Development Commission
St. Leonard's Ministries
St. Sabina Employment Resource Center
The Cara Program
The Community Builders, Inc.
The Enterprising Kitchen
The Women's Treatment Center
Ulrich Children's Advantage Network
Women Employed
YMCA Alliance of Metropolitan Chicago
Youth Job Center of Evanston, Inc.

FISCAL YEAR 2008 CJC MEMBERS (CONTINUED)

Individual Members

Joseph Antolin
 Nancy Bellew
 Lisa Brackett
 Donnell Craig
 Louise C. Dunn
 Amanda Fox
 Cheryl Francis
 Emily J. Harris
 Henry Jackson
 Davis Jenkins
 Noah Temaner Jenkins
 Jan Kay
 Richard Kaye
 G. Sequane
 Lawrence
 Marcia Medema
 Deborah Minor
 Harvey
 Crystal Odom
 Sandy O'Donnell
 Terry Roseborough
 Lois Snyder
 Brian Stewart
 Sandra Watson-Smith
 Kapila Wewegama
 Betty Willhoite

Working Group Participants

Cynthia Alexander
 Leatrice Allen
 Michele Anderson
 Susan Bending
 Walter Benjamin
 Ranjana Bhargava
 Ed Bickham
 Cassandra Billups
 LaShawne Blount
 Lamont Boswell
 Leticia Boughton
 Ledelphia Boyd
 Zaundra Boyd
 Larry Bravo
 Caesar Brown
 Sandi Brown
 Sonya Brown
 Gwen Burrel
 Amanda Cage
 LeKeeta Charley

Telly Cheung
 Joe Chiappetta
 Kenneth Coats
 Lisa Cockerham
 Vickii Coffey
 Jerome Collins
 Theresa Connell
 Algie Crivens
 Dayna Cronin
 George Crouse
 Judy Davis
 Jessica DeVries
 Evelyn Diaz
 David Disabato
 Jodi Doane
 Patricia Dotson
 Kathleen Dowling
 Andi Drileck
 Tom Dubois
 Elijah Edwards
 June Eichelberger
 Josh Engel
 Laura Erving Bailey
 Valerie Everett
 James Falls
 Larry Fitzpatrick
 Meghan Foster Cizek
 Courtney Francis
 Marlene Fuentes
 Michaela Furman
 Allan Gomez
 Marcial Gomez
 Margie Gonwa
 Terri Graham
 Shirlondra Gray
 Yelena Halstead
 Lisa Hampton
 Ben Handy
 Joe Hankey
 Alexis Hardy
 Ivory Harris
 Howie Hartman
 Solomon Hatch
 Yolanda Hill
 Sheryl Holman
 Anne Horst
 Ken Howard
 Lois Hummel
 Tanya Iida
 Brent In

Pola Jaramillo
 Malvin Jeffries
 India Jenkins
 Jocelynn Jenkins
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Left: William D. Burns, Vice President of Conlon Public Strategies, was CJC's 27th Annual Meeting keynote speaker.



Right: Whitney Smith, Robert Wordlaw, and Nancy Brandt.



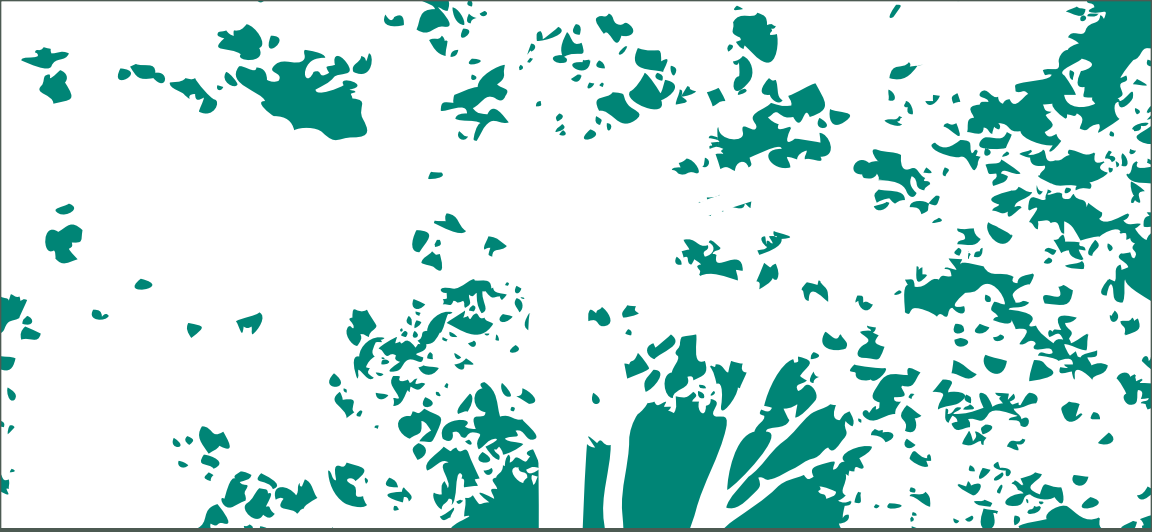
CJC staff (from left): Steve Simmons, Etta Davis, Carrie Thomas, Cheryl Hester, Ellen Johnson, Robert Wordlaw, Liz Bomgaars, Jennifer Keeling, Megan Winzeler, Jeffrey Allington, Angela Baker, and Andrés Moreno.



Left: America Lewis.



Right: CJC's Board of Directors (from left, back row): Rachel McDonald-Romo, Cheryl Francis, Sandra Watson-Smith, J. William McVey, John Plunkett, Davis Jenkins, G. Sequane Lawrence, Wendy Pollack; (front row): Margie Gonwa, Edith Crigler, Debra Walker Johnson, Sheryl Holman.



CHICAGO JOBS COUNCIL

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www.cjc.net

About CJC

The Chicago Jobs Council works with its members to ensure access to employment and career advancement opportunities for people in poverty.

Founded in 1981 with 18 original members, CJC has grown to include over 100 community-based organizations, civic groups, businesses, and individuals committed to helping disadvantaged Chicagoans gain access to the education and training they need to enter the labor market, secure stable employment at a living wage, and pursue sustainable careers.

CJC advances its mission through advocacy, applied research, public education, and capacity-building initiatives focused on influencing the development or reform of public policies and programs.

Our work is grounded in the perspectives of our members, who contribute their expertise as direct service practitioners, advocates, and researchers. By organizing members and other interested parties around workforce, economic, and community development issues, CJC fosters dialogue and cooperative strategies to effect change.

