

# Charting a New Course: Navigating through Troubled Waters



CHICAGO JOBS COUNCIL  
2009 Annual Report

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## FY 2009 FINANCIAL SUPPORT PROVIDED BY:

Alphawood Foundation  
Bank of America  
Chicago Community Trust  
Grand Victoria Foundation  
Joyce Foundation  
JPMorgan Chase Foundation  
Lloyd A. Fry Foundation  
Polk Bros. Foundation  
RE-AMP  
The 2016 Olympics Fund for Chicago Neighborhoods  
The Partnership for New Communities  
Woods Fund of Chicago

## LETTER FROM THE EXECUTIVE DIRECTOR

Dear Colleagues:

This year has been one of both great accomplishment and great adversity for the workforce development field. We ushered in a new federal administration, but were plagued by legislative scandals in our own backyard. We welcomed the promise of more jobs and increased financial investment in workforce development across the nation, but saw the unemployment rate rise to unprecedented levels. At CJC, we witnessed an expansion of our advocacy and training work in Chicago and across the state, but saw many of our member agencies struggle with budget cuts that resulted in a reduction of services, mass layoffs and in some cases, closure. Despite these obstacles most of you continue to work toward achieving your organizational mission. We here at CJC commend each and every one of you for this commitment and determination.

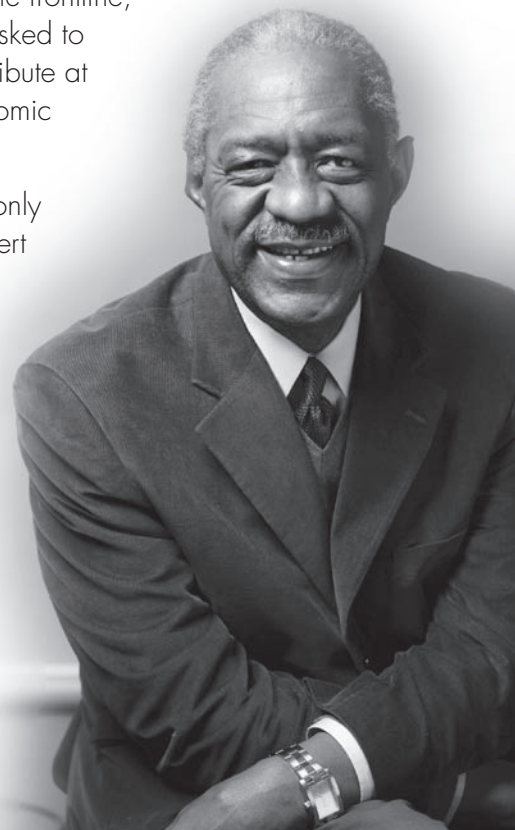
Throughout this year, our partnerships and collaborations with you and others have helped us navigate these troubled waters. From our legislative advocacy at the state level to our input on several city-wide and regional initiatives to our capacity building efforts on the frontline, we have done our best to chart a new course. The conversations we've been asked to join and the groups we've been requested to facilitate have allowed us to contribute at a variety of important tables and ultimately work toward the integration of economic and workforce development.

While CJC often serves as a unifying voice for our member organizations, it is only through the inclusion of many that we are able to effect lasting change. In concert with each of you, we look forward to working through the challenges this next year may bring and celebrating our mutual successes. Thank you for your continued commitment to improving the quality of life for your respective clients and to the work CJC does to improve the workforce development systems in Chicago and Illinois.

Sincerely,



Robert E. Wordlaw  
Executive Director



Over the past year, during a time of political transition and economic downturn, the Chicago Jobs Council has successfully expanded its training and advocacy efforts to improve the employment opportunities for people living in poverty. In collaboration with our member organizations across the state, we have worked to integrate workforce and economic development through our involvement in several city level initiatives, state-wide coalitions, and capacity building efforts. By leveraging existing relationships and forging new partnerships, CJC's seat at a variety of tables has allowed us to help the city and state's workforce development professionals think strategically about the system and plan for the future.



IWF supporters at the legislative advocacy day in Springfield.

## OUR ADVOCACY EFFORTS

One major way CJC advocated for change this year was through the Illinois Works for the Future (IWF) campaign. Established as a means to ensure Illinois workers receive the training and education they need to earn a family-supporting income, IWF has been

### VICTORY AT THE STATE CAPITOL

In November, over seventy IWF stakeholders traveled to Springfield for an “Education Day” at the state capitol. Training providers, job developers, advocates, and program participants were there to encourage lawmakers to restore funding to the Job Training and Economic Development Program (JTED) and the Equal Opportunity Grants Program (EOGP)—two initiatives the governor cut by 50 percent during the first round of budget negotiations. At the end of day, there was much to celebrate when a bill passed restoring funding to both programs. The number of stakeholders that brought their expertise to lawmakers provided a strong foundation for the next round of advocacy when the General Assembly reconvened in January.



Advocates protesting the proposed state budget cuts at a rally in Daley Plaza.

instrumental in encouraging the state legislature to adopt measures to integrate workforce and economic development. With over 100 endorsers, this campaign has galvanized stakeholders from across the state.

Through IWF, CJC made important strides in Springfield that, despite the current budget crisis, set the stage for improving the state's workforce development system for the least skilled individuals in Illinois.

- After months of planning, outreach, policy development, writing (and re-writing!) the **21st Century Workforce Development Fund bill (HB 852)** unanimously passed both houses of the Illinois legislature. This legislation creates the structure for a fund that can flexibly support

education and training for low skilled workers across the state. It prioritizes workforce strategies for individuals with low incomes and barriers to employment, communities with high unemployment, and workers in emerging "green" industries.

- In order to promote the inclusion of workforce development funding and policy in the **Capital bill**, IWF successfully organized frontline providers, as well as advocates, to testify at hearings across the state. In its final form, the bill included hiring goals for minorities and women on Capital projects funded by both state and federal American Recovery and Reinvestment Act funds. Moreover, \$425 million was set aside for an Urban Weatherization Initiative that includes funding for job training on weatherization projects.
- Following the release of the Skills2Compete-IL report, "Illinois Forgotten Middle Skill Jobs", CJC successfully promoted **House Resolution 50**, calling for the guarantee of up to two years of post-secondary education and training for all Illinoisans.

## VISIONING THE FUTURE

CJC has been involved in several efforts associated with future opportunities for the larger Chicagoland region. In conjunction with Chicago LEADS, we provided recommendations to the 2016 Olympics Fund for Chicago Neighborhoods about workforce development opportunities related to the 2016 Olympic Games. Specifically, CJC and Chicago LEADS documented the potential employment opportunities that will be available in the Security, Hospitality, and Construction fields, as well as the City's existing capacity to train workers for those jobs. Recommendations to the 2016 Fund focused on training strategies that would ensure potential employment opportunities benefit city residents.

On a larger scale, in conjunction with the Chicago Metropolitan Agency for Planning and the Chicago Community Trust, CJC was enlisted to help in regional planning for the year 2040. Specifically, we recommended changes that need to be made to the regional workforce development system in order to maintain a labor force that is skilled, productive, and competitive in the ever-shifting marketplace. Because there is currently no administrative body or jurisdiction charged with developing or implementing a regional strategy, this collaboration is key to mapping out a plan for the future. By 2040, CJC recommended that leaders in Chicago improve the region's workforce system by creating mechanisms to foster regional analysis, cooperation, and coordination, and make

the system flexible enough to adapt to the constantly changing needs of employers and individuals.

In Chicago, CJC has played an integral role in furthering the growing "green jobs" movement. In September 2008, the city released the Chicago Climate Action Plan (CCAP) detailing its efforts to make Chicago the greenest city in the nation. As part of this endeavor, CJC was asked to convene Chicago Green Jobs for All, an initiative that works to ensure Chicago residents are prepared for the jobs that are either created by or transformed through the CCAP and that the opportunities created by the CCAP are available to all Chicagoans and connected to communities in need. Beyond CJC's commitment to the green movement at a city level, we also co-sponsored a "Green Economy Forum" in Springfield where Lincoln Land Community College launched their Green Center—a resource for the local community on green economy information.



Growing Home Urban Agriculture participant harvests vegetables. (Photo by Andy Collins)

## SPECIAL POPULATIONS WORK

At the core of CJC's mission is a commitment to support disadvantaged job seekers. While this description includes a wide variety of individuals, CJC focuses on three priority populations: ex-offenders, public housing residents, and youth. With the growing number of ex-offenders being released to Chicago and Illinois, many of our members have indicated their need for special training related to this population of job seekers. This year CJC revamped its multi-session training on working with job seekers with criminal backgrounds. By sending a CJC staff member to the three-week Offender Workforce Development Specialist training, we are now better able to facilitate this course and provide Illinois job developers with the most current best practices.



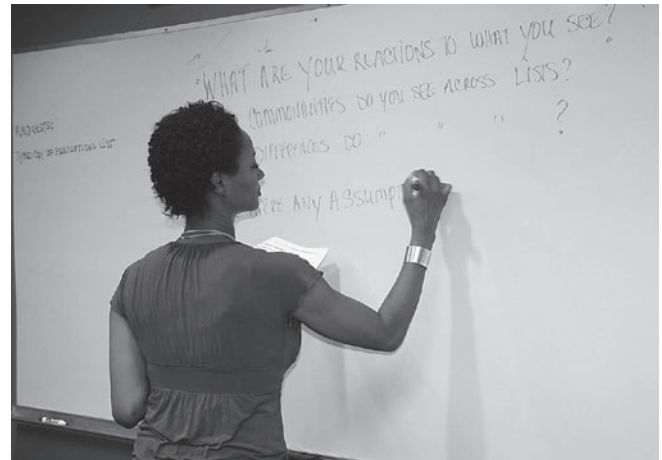
Participants from the Offender Workforce Development Specialist training.

## OPPORTUNITY CHICAGO LOOKS TO THE FUTURE

One of the largest initiatives CJC helps facilitate, in collaboration with The Partnership for New Communities and the Chicago Housing Authority (CHA), is Opportunity Chicago. With the goal of placing 5,000 CHA residents into employment by the end of 2010, Opportunity Chicago is on track to meet its benchmarks, having successfully placed nearly 4,000 residents into employment thus far. Bringing together the Department of Community Development, the Department of Family and Support Services, and CHA has resulted in a more streamlined delivery system for CHA residents—one of the lowest income populations in Chicago. With the initiative set to conclude in 2010, key stakeholders began meeting this year to develop strategies to ensure the programs and services created through Opportunity Chicago remain a part of the public workforce system after the project ends. Because collaboration has been such a key to the success of this initiative, establishing a means to continue this cross agency information sharing will be one of the major goals of this Policy and Sustainability Working Group.

Additionally, through CJC's involvement in "The Collaborative on Reentry"—a reconvening of the Mayor's Policy Caucus on Reentry and the Governor's Commission on Community Safety and Reentry—we have been involved in developing strategies to reduce and eliminate systemic barriers to employment and education for individuals with criminal records. Through our involvement in this initiative, CJC is furthering a strategy to engage the business community as a partner in addressing the issue of employment for ex-offenders. CJC is also actively involved in bringing a workforce development perspective to similar coalitions in communities outside of Chicago, including the Rockford Exchange and the Springfield Community Support Advisory Council.

Our Frontline Focus Training Institute is also committed to providing information about special populations of job seekers. At the request of several past training participants, this year we launched two new one-day trainings for job developers related to working with out-of-school youth and working with job seekers with disabilities. The curriculum for these new courses was heavily informed by local community based organizations recognized for their best practices. Experts from the field were invited into the classroom to share skills and strategies, and participants had a chance to share resources with one another.



Facilitator Kara Wright instructs a Frontline Focus training.



Graduates of the winter session of Working with Job Seekers with Criminal Backgrounds.

## OUR CONNECTION TO THE FRONTLINE

Because interaction with our members helps inform our policy work, CJC employed several communications strategies this year to both learn and share information about what's happening on the ground.

- First, we continued to host our **monthly working group meeting**. Here, providers had an opportunity to learn about several important topics, including the City's green jobs work, re-entry initiatives, social enterprise, and training programs in the construction industry. Additionally, providers at working group meetings had the opportunity to offer input on the comments CJC created related to the reauthorization of the Workforce Investment Act.
- Second, CJC hosted its traditional bi-annual **member meetings** where we provided information related to the new workforce development priorities of the federal administration and the American Recovery and Reinvestment Act.
- Third, through our **newsletters**, the *Frontline Focus Flyer* and *Council Connection*, CJC continued to provide best practice information and resources relevant to service providers across the state on a quarterly basis.
- Fourth, CJC completed the initial design phases of an **on-line portal to workforce development**



Presenters at one of the monthly working group meetings.

**information and data** in Chicago and Illinois. This virtual resource center, known as the Workforce Information and Resource Exchange (WIRE), will ultimately centralize important information about workforce development and closely related fields and make it accessible to providers, advocates, and other community stakeholders to support them in their day-to-day work.

- Finally, CJC began building new **communication capacity** in-house with the promotion of one of its staff to the role of "Communications Coordinator," the creation of a CJC Facebook page, a streamlined website, the development of a new website for the Illinois Works for the Future campaign, and the use of video to document and convey more of the frontline experience.

One of the major ways we stay connected to the frontlines, however, is through the Frontline Focus Training Institute. By providing job developers with skills and strategies to be more efficient and effective in placing disadvantaged job seekers into employment, we are ultimately able to improve the quality of services underserved job seekers receive. This year, we were able to double our capacity building efforts, by offering twice the number of trainings as we did last year. Specifically, we trained 431 people from 177 unique organizations. This represents an 81 percent increase in number of participants served over last year. While the bulk of our 21 trainings were conducted in Chicago, we made a concerted effort



Participants in Rockford listen to facilitator Meena Razvi at the Job Developer Orientation training.

to bring our trainings to other communities around the state. In August 2008, we conducted our one-day Job Developer Orientation (JDO) for a group of 25 service providers in Springfield. And, in March 2009, we offered the JDO to a group of 25 providers in Rockford. These communities—two of five areas included in our Statewide Outreach and Public Information Initiative (SOPII)—were chosen because they demonstrated the greatest need for training.

In an effort to better market our training program as an official training institute, we took advantage of two pro-bono opportunities this year. Through a Taproot Foundation service grant, we worked with a team of marketing professionals and graphic designers to



**FRONTLINE FOCUS**

THE CHICAGO JOBS COUNCIL  
TRAINING INSTITUTE

The new Frontline Focus logo.

create and adopt a logo to represent our new stage of organizational development. And, through the consulting services of our campusCATALYST team from the University of Chicago, we began drafting a business plan to help guide our growth in the coming years. Specifically the team conducted research to determine the size and composition of the job developer market in Chicago and Illinois. This allows us to be more strategic with our course marketing and curriculum creation.



Through our collaboration with city and state agencies, community-based organizations, and frontline providers, CJC has done its best to turn the challenges of this past year into new opportunities. In the coming months, we will continue our work in the expanding green jobs movement, respond to the increased training needs of frontline providers across the state, and advocate for the responsible use of new funding related to the American Recovery and Reinvestment Act. It is because of the partnerships with our members, advocates, and supporters that we look forward to leaving these troubled waters behind and charting a new course.

## FRONTLINE FOCUS PROMOTES COLLABORATION

Part of the mission of the Frontline Focus Training Institute is to promote and provide networking opportunities for job developers both in and outside the classroom. This year, for the first time, we hosted an alumni reunion event for those job developers who have graduated from our multi-session courses over the past five years. Not only was this an opportunity for CJC to honor and recognize the good work frontline job developers do for the community, but it allowed these professionals to connect with colleagues they might not have otherwise. Outside of Chicago, job developers have been inspired to stay in touch, as well. The instinct of job developers to participate in professional networks resulted in the creation of a Job Developer Collaborative in Rockford. After participating in the Job Developer Orientation we offered there, a group of job developers quickly established the Collaborative to meet monthly, share job leads and learn best practices.

# FISCAL YEAR 2009 FINACIALS

## CHICAGO JOBS COUNCIL STATEMENT OF FINANCIAL POSITION

Period ending June 30, 2009 (Unaudited)

### ASSETS

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|                              |                    |
|------------------------------|--------------------|
| Checking/Savings             | \$ 880,865         |
| Grants & Accounts Receivable | 222,084            |
| Prepaid Expenses             | 37,727             |
| Fixed Assets, Net            | 33,367             |
| <b>Total Assets</b>          | <b>\$1,174,044</b> |

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### LIABILITIES AND NET ASSETS

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#### Liabilities:

|                                |                  |
|--------------------------------|------------------|
| Accounts Payable               | \$ 7,199         |
| Custodial Funds Payable        | 8,785            |
| Other Current Liabilities      | 18,010           |
| Government Contract Advance    | 5,594            |
| Due to Sub-Contractor Agencies | 27,054           |
| <b>Total Liabilities</b>       | <b>\$ 66,644</b> |

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#### Net Assets:

|                         |                    |
|-------------------------|--------------------|
| Beginning Net Asset     | \$ 965,500         |
| Change in Net Asset     | 141,900            |
| <b>Total Net Assets</b> | <b>\$1,107,400</b> |

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|   |                    |
|---|--------------------|
| <b>Total Liabilities and Net Assets</b> | <b>\$1,174,044</b> |
|---|--------------------|

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# FISCAL YEAR 2009 CJC MEMBERS

## ORGANIZATIONAL MEMBERS

A Knock At Midnight NFP  
A Safe Haven, L.L.C.  
Albany Park Community Center, Inc.  
Alternative Schools Network  
Arise Chicago  
Asian Human Services  
Association House  
B.U.I.L.D., Inc.  
Breaking Ground  
CARES Chicago  
CJG Communications, Inc.  
California Indian Manpower Consortium (CIMC)  
Calumet Area Industrial Commission  
Career Advancement Network  
Career Transitions Center of Chicago  
Cathedral Shelter  
Cease Fire Chicago Project for Violence Prevention  
Centers for New Horizons  
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 Urban League  
Chicago Women in Trades  
Chicagoland Chamber of Commerce  
Chinese American Service League  
Community Assistance Programs  
Cook County President's Office of Employment Training  
Corporation for Supportive Housing DESI  
DuPage County Workforce Development  
DuPage Workforce Investment Board  
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, Inc.  
Haymarket Center  
Health and Disabilities Advocates  
Healthcare Consortium of Illinois  
Heartland Alliance  
Hospitality Academy at McCormick Place  
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  
Jewish Vocational Service  
Jobs For Youth  
LEED Council, Inc.  
La Casa Norte  
LePenseur Youth & Family Services, Inc.  
Liberation Christian Center  
Local Initiatives Support Corporation  
Maximus  
Mercy Housing Lakefront  
National Able Network  
National Council of La Raza  
Neighborhood Technology Resource Center  
North Lawndale Employment Network  
OAI, Inc.  
One Economy Corporation  
Phalanx Family Services  
Polish American Association  
Pyramid Partnership, Inc.  
Safer Foundation  
Salvation Army  
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  
Strategic Human Services  
Teen Living Programs  
The Cara Program  
The Chicago Lighthouse for People Who Are Blind or Visually Impaired  
The Enterprising Kitchen  
The Women's Treatment Center  
US Probation  
Uhlich Children's Advantage Network  
Virginia's House II, Inc.  
Women Employed  
YMCA Alliance of Metropolitan Chicago  
Youth Job Center of Evanston, Inc.

## FISCAL YEAR 2009 CJC MEMBERS (CONTINUED)

### INDIVIDUAL MEMBERS

Joseph Antolin  
Lisa Brackett  
Sara Capetillo  
Robert Douglas  
Cheryl Francis  
Davis Jenkins  
Noah Temaner Jenkins  
Jan Kay  
Richard Kaye  
G. Sequane Lawrence  
Evelina Loescher  
Monica Lopez  
Marcia Medema  
Deborah Minor Harvey  
Sandy O'Donnell  
Crystal Odom  
Barbara Seales  
Lois Snyder  
Brian Stewart  
Sandra Watson-Smith  
Betty Willhoite

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Ellen Johnson

Design:  
Starbelly Productions

Photography:  
Andrés Moreno  
Steve Simmons  
Ronnie Wilburn

### WORKING GROUP MEMBERS

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Leatrice Allen  
Peggy Baker  
Deborah Bennett  
Larry Bennett  
Pamyla Berryhill  
LaShawne Blount  
Leticia Boughton  
Larry Bravo  
Phillip Brown  
Amanda Cage  
Shannon Callahan  
Lisa Cockerham  
Jerome Collins  
Myron Colvin  
Victoria Cooper  
Carrie Cox  
Dayna Cronin  
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Michael Eaddy  
Josh Engel  
Laura Erving Bailey  
Shaena Faral  
Paige Finnegan  
LaKeisha Floyd  
Mary Gallagher  
Joselito Gerena  
David Gianfrancesco  
Betty Goldiamond  
Margie Gonwa  
Lizzie Grennan

Benjamin Handy  
Linda Hannah  
Ivory Harris  
Ron Hearn  
Sara Herff  
Stephanie Herro  
Anne Horst  
Lois Hummel  
Brent In  
Kyle Ismail  
Surabhi Jain  
Pola Jaramillo  
Pamela Jones  
Val Jordan  
Jan Kaufman  
Jan Kay  
Kathleen Kelly  
Judith Kossy  
Gerard Kwaaning  
William Leavy  
Isaac Lewis  
David Limon  
Nick Lucas  
Jawanza Malone  
Louisa Manske  
Tamika Martell  
Jill McClendon  
Eithne McMenamin  
Bill McVey  
Marcia Medema  
Chris Mendoza  
Alice Moreno  
Angela Morrison  
Nancy Mortell  
Aesha Muhammad  
William Nixon  
Beth Ocran  
Liz Ogilvie  
Ron Patterson

Patricia Payne  
Laura Pleasants  
John Plunkett  
Wendy Pollack  
Logan Quan  
Nadim Rana  
Andrea Ray  
Richard Reeder  
Cruz Reyes  
Lois Richards  
Lizzette Richardson  
Danielle Riley  
Blane Roberts  
Deane Rosen  
Bernie Ryan  
Tony Salaam  
Barbara Seales  
Alex Serrano  
Shelby Sheehan-Bernard  
Dave Skora  
Lois Snyder  
Ivette Sosias  
Candace Spencer  
Deandre Stratton  
Jacqueline Summerville  
David Swanson  
Amy Terpstra  
Rita Thomas  
Matthew Weis  
Chasity Wells-Armstrong  
Trina Whatley  
David Wirth  
Michele Woods  
Justin Wooley  
Melissa Young  
Frances Zamudio  
James Zangs



Wendy Pollack, Sheryl Holman, and John Plunkett



Myron Colvin and Robert Wordlaw



CJC staff (from left): Andrés Moreno, America Lewis, Steve Simmons, Jennifer Kottler, Jennifer Keeling, Susan Puskar, Jacob Morrison, Liz Bomgaars, Carrie Thomas, Cheryl Hester, Robert Wordlaw, Ellen Johnson, Megan Winzeler, Sarah Klerk, Meghann Moses, Etta Newburn



Sadhu Johnston, Chief Environmental Officer for the City of Chicago, was CJC's 28th Annual Meeting keynote speaker



Spruiell Weber-White, Sean Knierim, John Plunkett, Roy Brown



Jan Kaufman, Joanna Greene, Gail Luxenberg Gruen

## 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.



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