



NOW MORE THAN EVER



CHICAGO
JOBS
COUNCIL

25

YEARS

1981-2006



CHICAGO JOBS COUNCIL
2006 ANNUAL REPORT

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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.

CJC's work is grounded in the perspectives of its 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.

LETTER FROM THE EXECUTIVE DIRECTOR

Dear Colleagues:

Because of the political and financial challenges we all face on a daily basis, I want to begin this letter by articulating a heartfelt thanks to all the Chicago Jobs Council members, supporters, partners, and friends for your dedication, support, and contributions.

Having been with CJC for nearly 25 years as a member, board member, board president, and now executive director, I have witnessed first-hand the growing importance of CJC's work. Our early struggles to connect economic and workforce development via city contracts resulted in the First Source Executive Order issued by then-Mayor Harold Washington, and later City Council's passage of the McLaughlin Ordinance.

After federal welfare reform legislation passed in 1996, CJC played a lead role in shaping Illinois welfare reform regulations. In 1998, CJC worked closely with the Mayor's Office of Workforce Development to create policies to ensure that unemployed individuals with multiple barriers to employment would not go unserved under the new Workforce Investment Act.

We can all be proud of CJC's record of accomplishments in shaping legislative and administrative policy. However, over the next few years CJC will have the opportunity to have an unprecedented impact on state and city workforce development policy and programs. This could make our mission of moving people into jobs, advancing their careers, and alleviating their poverty a reality. To say that CJC is excited about this is an understatement. In other words, the best is yet to come, or you ain't seen nuttin' yet!

Now more than ever we can play a key role in dramatically restructuring the workforce systems at the city and state levels. This opportunity comes from the important work CJC is engaged in. CJC was selected to facilitate and manage the Partnership for New Communities collaboration and we have expanded our Statewide Outreach and Public Information Initiative to three cities outside of Chicago. We have increased the course offerings

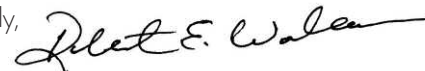
for our Frontline Focus training, and launched our Illinois Works for the Future Campaign in collaboration with the Sargent Shriver National Center on Poverty Law and the Center for Tax and Budget Accountability. We have also continued our outreach in conjunction with our *Big Shoulders, Big Challenges* report.

The success of these efforts will result in better government, business, and community collaborations, the implementation of integrated workforce and economic development programs that will be more responsive to the diverse needs of the unemployed and low-income workers, and more opportunities for working families and those living in poverty to access *economic justice*.

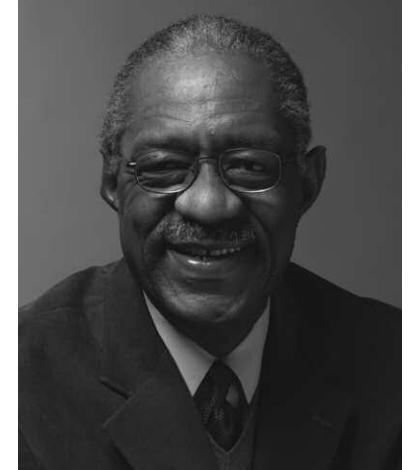
The path to real economic justice is replete with many obstacles and challenges, therefore, *now more than ever*, we need the support and cooperation of our friends and partners, because if one person suffers, there is no justice.

Again, I say thanks for being a part of CJC's exciting 25th anniversary year. With your continued support we know that 2007 will be another benchmark year in CJC's history.

Sincerely,



Robert E. Wordlaw
Executive Director



TWENTY-FIVE YEARS...MORE LIVES CHANGED

In 1981 CJC believed that “a city cannot survive if major segments of its population are unemployed.” Twenty-five years after the Community Renewal Society, Hull House Association, and the League of Women Voters of Chicago convened a coalition of 18 members who wanted to create more job opportunities for Chicago’s poor, minorities, and women, CJC continues to promote employment and career advancement opportunities for people in poverty.

CJC focused much of its early effort on retaining jobs for Chicago residents and convincing policy-makers to tie government subsidies to hiring agreements. Early successes included Mayor Harold Washington issuing the First Source Agreement and the City Council passing the McLaughlin Ordinance, both requiring government-subsidized employers to hire locally.

As the 1980s ended, CJC focused on enhancing Chicago’s Job Training and Partnership Act (JTPA) programs that connected disadvantaged job seekers to new vocational

training opportunities. CJC was also honing its collaborative style that regularly called service providers, government agencies, and other stakeholders to the table to discuss problems and solutions.

CJC grew rapidly in the 1990s. New federal policy that required people to move from welfare to work engaged CJC in the welfare reform debate. CJC focused on informing federal policy change and played a key role in shaping Illinois statutes and plans to ensure that the state would include education and training among the tools to prepare welfare recipients for work. CJC published its first edition of *Get the Facts* to inform welfare recipients and low-wage workers about welfare policy changes, and to inform policymakers, service providers, and others about the new responsibilities of the state and of welfare recipients.

When the federal government replaced JTPA with the Workforce Investment Act (WIA) in the late 1990s, the program’s primary outcome was



“I became involved with CJC at its very beginning because I believed in vocational education, and knew that not all schools had equal opportunities to offer it. I wanted to use my familiarity

with state statutes to help get good programs off the ground. I knew that advocates like CJC could achieve at the state level some of what we couldn’t get from the federal government.” — Mimi Gilpin

“My work advocating for victims of domestic violence and women struggling with poverty led me to CJC more than 20 years ago. We wanted women to



have access to education, including college, with child care to support it. We wanted them to have access to benefits and we wanted government offices to treat them with respect when seeking those benefits.” — Edith Crigler



“I came to the CJC table in 2002 to help promote JTED. At OAI, we felt that JTED was a unique opportunity to help lots of folks if it could get traction. We got buy-in from

partners and employers, and went to Springfield where we met with legislators like Barack Obama. We were able to secure at least a brief increase in JTED funding.”

— Alex Prentzas

“My Frontline Focus experience equipped me with cutting-edge skills and strategies for building relationships with employers. I have since built the Workforce Employer



Resource Collaborative, whose 16 members are committed to matching employers with quality people. CJC training inspired me to use collaboration as an innovative tool for workforce development.” — Alberto Ortega

the consolidation of employment services into “One Stop Centers.” CJC’s report, *Five Stops on the Road to Improving Chicago’s One Stop Centers*, was the first critical look at WIA. Later, CJC convinced the City to contract with qualified community-based organizations as WIA service providers to serve job seekers in familiar locations where they already receive services.

CJC envisioned another strategy to build an integrated workforce development system that would serve both disadvantaged job seekers and employers. CJC led efforts to create the Job Training and Economic Development (JTED) program for Illinois, promoting community-business partnerships to train the unemployed and low-wage incumbent workers for jobs in their local labor markets. JTED is still one of the most successful skills training models in the state.

During this period, CJC helped to found The Workforce Alliance, a national coalition of providers, employers, unions, advocacy groups, and community colleges.

Recently, CJC increased its efforts to build the capacity of community-based organizations that provide employment services. CJC offers training workshops to enhance the skills and knowledge of community-based organizations so they can better achieve client job retention and advancement goals. And to help all workforce development stakeholders better understand the flow of workforce development funding, CJC drafted the Illinois Workforce Development funding streams map.

Today, questionable economic policy priorities, inferior educational opportunities, and entrenched racial and gender discrimination continue to prevent many Illinois residents from prospering.

NOW MORE THAN EVER, Chicago and Illinois need CJC to work to create more equal opportunities, more education, more training, and more job opportunities for people in poverty.

NOW MORE THAN EVER...CREATING OPPORTUNITIES TO WORK IN CHICAGO

In Chicago, disadvantaged job seekers and employers continue to need workforce development services. Forty-one percent of Chicago's labor force will retire over the next 15 years and new technologies require highly skilled replacement workers, yet Chicago job seekers suffer from significant educational and vocational skills gaps. In 2006, CJC expanded its commitment to Chicago job seekers and employers.

EDUCATING STAKEHOLDERS

In 2006, CJC carefully researched and documented the nearly \$283 million in federal, state, and city resources spent on workforce development programs in Chicago in fiscal year 2004. Using this information, CJC fueled a conversation among elected officials, city administrators, program providers, advocates, labor organizers, business leaders, and other workforce stakeholders.

While a significant amount of funding is spent on Chicago's workforce development efforts, this study found that many programs should be expanded or improved, and that Chicago needs to develop new efforts to address other areas. CJC published this research in *Big Shoulders, Big Challenges: Preparing Chicago's Workforce for the New Economy*.

The Chicago Workforce Board incorporated all the recommendations CJC made in this report into its new strategic plan, and the Mayor's



Sweet Beginnings® trainees Tony Smith and Shelby Galion receiving hands-on instruction from expert beekeeper and program advisor John Hansen. This transitional jobs program for ex-offenders is run by the North Lawndale Employment Network.

Office of Workforce Development, the Department of Planning and Development, the Department of Children and Youth Services, and the Chicago Workforce Board formed an interdepartmental task force to review CJC's recommendations.

CJC is also working with Chicago aldermen to promote these recommendations at the ward level. Using ward-specific information from *Big Shoulders, Big Challenges*, CJC members and aldermen discussed employment services, workforce needs, and funding.

Through these conversations, CJC learned about the workforce issues that most concern the aldermen, while providing the aldermen with useful information and resources.

MORE OPPORTUNITIES FOR CHA RESIDENTS

In January 2006, CJC was selected by The Partnership for New Communities to provide strategic guidance and staffing for a major new Workforce Development Initiative led by the Chicago Housing Authority, the Mayor's Office of Workforce Development, and The Partnership for New Communities aimed at increasing employment and training opportunities for thousands of public housing residents.



Throughout the three-year, \$23 million Initiative, approximately 9,000 chronically unemployed, sporadically employed,

Public housing resident Katrina Dawson gained the skills she needed to secure her job with the City of Chicago Department of Streets and Sanitation from National ABLE Network's Service Connector program.

and underemployed public housing residents will have access to improved workforce services.

To realize this goal, CJC works closely with the Initiative's partners and council of advisers to promote interagency coordination, enhance service delivery strategies, and develop new opportunities for residents through job preparation services that include transitional jobs and bridge programs. CJC sees this collaborative effort as an opportunity to bring the voices and experiences of its members, as well as its own organizational expertise, to a project that has the potential to create major systems change at the city and state levels.



Chicago Department of Human Services Deputy Commissioner Molly McGrath explains her vision for Chicago Housing Authority residents who use services of the Workforce Development Initiative to CJC's member meeting participants.

NOW MORE THAN EVER...ADVOCATING FOR CHANGE IN ILLINOIS

Communities throughout Illinois feel the effects of economic globalization and the erosion of federal and state funding for education and workforce training. Illinois communities need to maintain a sound economic base, find skilled workers for the best jobs available, and create new employment possibilities for the increasingly diverse job-seeking population. In 2006, CJC continued to help to identify and promote economic and workforce development solutions across the state.

BRINGING TOGETHER PROVIDERS AND EMPLOYERS

In 1997, CJC helped design and pass legislation to create the Job Training and Economic Development program (JTED), the only skills training program in Illinois that fosters community-business partnerships to promote economic and workforce development. Supported by general revenue funds and administered by the Illinois Department of Commerce and Economic Opportunity, JTED is one of Illinois' best-kept secrets and, considering its effectiveness, is underfunded at \$1.4 million a year.

To document program successes, promote statewide expansion, and identify opportunities for improvement, CJC collaborated with the University of Illinois at Chicago in 2006 to evaluate the JTED program. This evaluation revealed that JTED program participants fare better in the workforce, both in terms of retention and pay, than job seekers who do not participate in a training program.

With strong evaluation outcomes in hand, CJC worked with Representative Larry McKeon, House Labor Committee Chair, to organize a Subject Matter Hearing with legislators and to draft an appropriations bill seeking an additional \$4 million for the program. JTED providers, graduates, and employers testified that all stakeholders benefit from this community-business program model. Although the state did not increase funding in 2006, CJC will continue to advocate for the growth of the JTED program.



Mui Ling Lee Chiu, So Wan Tam, Jin Chan Gan, Robert Chan, and Lily Yin are students in the Chinese American Service League's sixteen-week, JTED-funded chef training program. Upon completion, they will be well prepared for entry-level employment in the food service industry.

ORGANIZING STATEWIDE

CJC's Statewide Initiative helps workforce development providers across the state to form their own local job councils and coordinate cross-region activities. Like CJC, these new councils help providers to promote local and statewide workforce development practices.

In 2006, CJC helped Decatur stakeholders to form the Decatur Jobs Council (DJC). With nearly 50 providers and individuals at the first forum, DJC has built new partnerships and held regular meetings to identify workforce development service gaps and solutions. DJC has already helped public housing residents and homeless individuals in Decatur to more easily access job readiness classes. DJC members have also begun discussions with their local workforce board and community college to develop bridge programs to prepare job seekers with limited skills for vocational certifications and careers.

CJC continues to provide ongoing assistance to the new DJC and to the Rockford Jobs Council and the Aurora Area Jobs Council, both formed in the first year of CJC's Statewide Initiative.

CREATING A VISION FOR THE STATE

In 2006, CJC members began to develop the vision for a state jobs policy that became the Illinois Works for the Future Initiative. CJC, the Center for Tax and Budget Accountability (CTBA), and the Sargent

Shriver National Center on Poverty Law, which compose its steering committee, have convened a 20-member group of Core Advisors to refine a state jobs policy agenda and a statewide coalition-building strategy for the next three-to-five years. To inform this agenda, the Core Advisors draw on the national advocacy initiatives of The Workforce Alliance, and such research as *Making the Pieces Fit*, prepared by CJC and Women Employed, and CTBA's *The State of Working Illinois*. CJC members know that Illinois needs a state jobs policy to keep its businesses competitive, families prosperous, and communities thriving.



Reggie Grant is a 2006 graduate of the LEED Council's Entry-Level Industrial Skills Training, a JTED program. He is employed by Chicago Scenic Studios where he has gained other industrial certifications and plans to apply for the carpentry apprenticeship program.

NOW MORE THAN EVER...SUPPORTING THE FRONTLINE

Program funding continues to shrink, while funders expect more outcomes per dollar. Business hiring policies are becoming more restrictive. These are among the many challenges frontline employment specialists face. Yet until CJC began offering professional development opportunities, they had little access to the resources and training they need to meet the increasing demands of job seekers and employers. In 2006, CJC continued to expand its training programs and information resources so frontline workers can maximize outcomes for job seekers, businesses, and funders.

FOCUSING ON THE FRONTLINE

CJC began offering Frontline Focus training in 2003 for staff who provide workforce development services in the Chicago area. CJC develops these courses based on skill areas that CJC member agencies say they need. The growing demand for training for workforce development professionals has encouraged CJC to design new training opportunities and to institutionalize programs CJC already offers.



Above: William Nixon from the Centers for New Horizons and Elbert Ford from Chicago Lighthouse for People Who are Blind or Visually Impaired participate in CJC's ten-week job developer course.

Left: Skills and Strategies for Working with Employers course participants are Yolanda Hill from the Centers for New Horizons and Kevin Tomlin from CARES Chicago. Trainer Wally Smith is in the background.

In 2006, 47 case managers and employment specialists sharpened their skills in two sessions of CJC's ten-week course, *Skills and Strategies for Working with Employers*. This interactive curriculum addresses topics such as identifying the value of your service, communicating effectively with employers,

job prospecting, bringing cultural competency to relationships with employers and job seekers, and maximizing effectiveness and minimizing stress.

Evaluations, both immediately following the course and six months later, show participants learned new skills and are applying them on their jobs. The success of this course inspired CJC to work with the trainer, Wally Smith of LPM Associates, to institutionalize the program by producing course manuals for students and instructors.

CJC also delivered two half-day training sessions on working with job seekers with criminal backgrounds. Offered in Chicago and Rockford, 125 workforce development professionals participated.



John Nelson from the Community Economic Development Association (CEDA) and Carol Packard from the Illinois Department of Employment Security listen appreciatively in CJC's ten-week course strengthening the professional skills of frontline workers.

KEEPING CURRENT ON INDUSTRY

Staying on top of industry trends and the most promising employment opportunities for their clients is a challenge for busy job developers. In 2006, CJC supported this effort with three issues of its electronic newsletter, *Industry Insider*, that spotlight high-growth industries and explore entry-level opportunities and career pathways for job seekers. This year's *Industry Insiders* featured the retail, the health care, and the transportation, warehousing and logistics sectors. *Industry Insider* also features interviews with employers and human resource professionals

that highlight current hiring trends and practices. More than 1,000 workforce development professionals receive this publication.

NEW TOOLS FOR SERVING EX-OFFENDERS

The number of former offenders returning to Chicago neighborhoods and elsewhere in the state continues to grow. Job seekers with criminal records face multiple barriers to employment, such as hiring restrictions, employer misinformation, and the lack of employment supports. To assist employment specialists serving these individuals, CJC worked with the Criminal Records Collaborative over the last two years to present criminal records training throughout metropolitan Chicago.

With CJC's help, in 2006 the Illinois Department of Employment Security launched the Ex-Offender Employability Website as a project of the Governor's Working Group on Community Safety and Re-entry. This Website assists frontline staff to better understand their ex-offender clients, work more effectively with employers, and help their clients access the resources they need to be successful in the workplace. The new Website was featured in the newsletter of the National HIRE Network, an advocacy organization and clearinghouse for information that "Helps Individuals with criminal records Re-enter through Employment." In its first seven months, 18,000 stakeholders have visited the site. The Website is www.ides.state.il.us/exoffenders.

FISCAL YEAR 2006 FINANCIALS

CHICAGO JOBS COUNCIL STATEMENT OF FINANCIAL POSITION

June 30, 2006

ASSETS

Current assets:

Cash	\$ 327,627
Cash – restricted	5,184
Short-term investments	57,141
Accounts receivable	24,550
Contributions receivable	405,000
Prepaid expenses	22,604

Total current assets	842,106
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Noncurrent assets:

Long-term investments	35,224
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Fixed assets:

Leasehold improvements	102,053
Equipment and furniture	5,272
Computers	21,191
Less: accumulated depreciation	(72,161)

Total fixed assets	56,355
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Total noncurrent assets	91,579
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Total assets	\$933,685
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LIABILITIES AND NET ASSETS

Current liabilities:

Accounts payable and accrued expenses	\$ 13,834
Payroll liabilities	13,708
Custodial funds payable	5,184

Total liabilities	32,726
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Net assets:

Unrestricted	137,960
Temporarily restricted	763,000

Total net assets	900,960
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Total liabilities and net assets	\$933,685
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FISCAL YEAR 2006 CJC MEMBERS

ORGANIZATIONAL MEMBERS

Ada S. McKinley Community Services
Albany Park Community Center, Inc.
Alternative Schools Network
Asian Human Services
B.U.I.L.D., Inc.
Brand New Beginnings
Breaking Ground
CARES Chicago
Center for Labor and Community Research
Central States SER
Charles A. Hayes Family Investment Center
Chicago Anti-Hunger Federation
Chicago Area Project
Chicago Christian Industrial League
Chicago Commons E.T.C.
Chicago Federation of Labor Workers Assistance Committee
Chicago Interfaith Committee on Worker Issues
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
Chinese Mutual Aid Association
CJG Communications, Inc.
Community Assistance Programs Corporation for Supportive Housing
Council for Adult and Experiential Learning
DESI
Easter Seals, Inc.
EmployAlliance WSCCI

Employment and Employer Services
Employment Resource Center
Family Support America
GIVE Community Services
Goldie's Place
Goodwill Industries of Metropolitan Chicago
Grand Boulevard Federation
Greater Northwest Chicago Development Corporation
Greater West Town Community Development Project
Growing Home, Inc.
Harborquest
Healthcare Consortium of Illinois
Heartland Alliance for Human Needs and Human Rights
Housing Opportunities for Women
i.c. stars
Industrial Council of Nearwest Chicago
Inspiration Corporation
Instituto del Progreso Latino
Jane Addams Resource Corporation
Jewish Federation of Metro Chicago
Jobs For Youth
K. Johnson and Associates, Inc.
Korean American Community Services
KRA Corporation
La Casa Norte
League of Women Voters of Chicago
LEED Council, Inc.
Life Span
Local Initiatives Support Corporation
Lutheran Social Services of Illinois
Marriott Foundation for People with Disabilities

Mercy Housing Lakefront
National Able Network
Neighborhood Technology Resource Center
New Moms, Inc.
Nonprofit Financial Center
North Lawndale Employment Network
OAI, Inc.
Polish American Association
Project Match
Protestants for the Common Good
Pyramid Partnership, Inc.
Roosevelt University
Safer Foundation
Sankofa Safe Child Initiative
Sargent Shriver National Center on Poverty Law
Save-A-Lot Ltd.
Seguin Services
Sinai Community Institute
South Suburban College
Southeast Chicago Development Commission
Southwest Women Working Together
Southwest Youth Collaborative
St. Leonard's Ministries
TASC, Inc.
The Cara Program
The Enterprising Kitchen
The Women's Treatment Center
Women Employed
Work, Welfare & Families
YMCA Alliance of Metropolitan Chicago
Youth Guidance
Youth Job Center of Evanston, Inc.
Youth Service Project

FISCAL YEAR 2006 CJC MEMBERS (CONTINUED)

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Gregory Braxton
Cheryl Francis
Mimi Gilpin
Emily J. Harris
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Richard Kaye
Paul Kleppner
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Sandy O'Donnell
Lisa Polega
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Lois Snyder
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Sandra Watson-Smith
Kapila Wewegama
Betty Willhoite

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* Working Group
Steering Committee

Copy and edits:
Noah Temaner Jenkins
Design:
Starbelly Productions
Photography:
Chris Kirzeder
Kenji Kerins
Francis Son

CHICAGO JOBS COUNCIL TWENTY-FIFTH ANNUAL MEETING



David Hanson, Matt Hancock,
and Olga Hancock.



Shannon Stewart, Amanda Cage, Meegan Dugan Bassett,
Jennifer Keeling, and Lois Hummel.



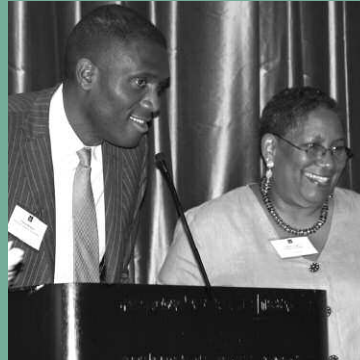
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Robert Barnett, William McVey,
and Gustavo Giraldo.



Robert Wordlaw and Ted Wysocki.



Calvin Holmes and Edith Crigler.



Megan Winzeler, Sheryl Holman,
and Steven Redfield.



Ray Prendergast, Whitney Smith, Margie Gonwa,
and John Bouman.

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CHICAGO JOBS COUNCIL
29 E. MADISON ST., SUITE 1700
CHICAGO, IL 60602-4415

P: 312-252-0460
F: 312-252-0099
WWW.CJC.NET