



## **What are Community-Business Partnerships (CBPs)?**

Community-Business Partnerships (CBPs) take a collaborative approach to addressing skill gaps and employee retention challenges by providing customized training and support services for employees through a community-based organization. As technological changes hit industries and certain labor sectors, employers will increasingly seek resources to train their staff to compete. These rapid changes will provide new and exciting opportunities, but they also increase the demand for continuous learning in the workplace. CBPs can identify ways that businesses, communities and government entities can partner to plan and implement more effective and productive job training opportunities for entry-level workers to skilled highly technical workers - thus improving productivity and competitiveness for Illinois businesses. At the same time, CBPs can facilitate creative solutions to issues that employees face and that impact their stability at work such as child care, transportation, financial planning and more.

## **CBPs Offer Training Designed to Meet Employee & Employer Needs**

Whether it's training for entry-level staff or incumbent workers, community based organizations can work with businesses to design, implement, and help access public funding for customized job training programs. Successful CBPs often results in:

- ✓ Increased retention and decrease hiring cost
- ✓ A 'pipeline' for employees for internal advancement
- ✓ Increased pool of potential new labor
- ✓ Improved quality of products and services

## **CBPs Offer Services Designed to Meet Employee & Employer Needs**

Some of the services that community based organizations can offer in partnership with business include:

- ✓ Recruitment and screening
- ✓ Employee Assistance Programs (referrals to counseling, child care, and more)
- ✓ Strategies for working with a diverse workforce
- ✓ Help accessing public funds and hiring tax credits

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***If You Are Interested in Pursuing A Community-Based Partnership or have questions, contact Lisa Hampton, Chicago Jobs Council, 312-252-0460, ext. 308 or [lisa@cjc.net](mailto:lisa@cjc.net)***

*Founded in 1981, the Chicago Jobs Council (CJC) is an organization that works with its members to ensure access to employment and career advancement opportunities for people in poverty. With 18 original members, CJC has grown to include 100 community-based organizations (CBOs), civic groups, businesses and individuals committed to helping disadvantaged Chicagoans gain access to the jobs and training they need to enter the labor market, secure stable employment at a living wage, and pursue sustainable careers.*