

IDEAS 4 ACTION

From the Community, For the Community

2017 ANNUAL REPORT



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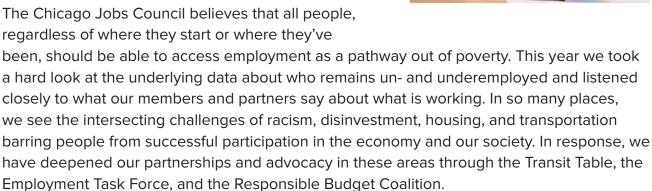
Edith Crigler, Illinois Prisoner Review Board Mimi Gilpin Anne Ladky, Women Employed Betty J. Willhoite



Dear Friends:

The past year has been full of progress and promise. But it was also marred by damaging rhetoric and action by leaders who challenge fundamental principles of fairness, justice, and equitable opportunity. We are grateful that you—our partners, members, funders and friends—have stayed strong in the face of these challenges.

regardless of where they start or where they've



As the persistent impacts of white supremacy continue to infiltrate the systems and policies we seek to change, we recommit to fighting the racism that squashes human potential and human life in Chicago, Illinois, and beyond. And we are thankful for our many partners doing the work to fight white supremacy and systemic racism through advocacy on employment, immigration, literacy, education, transportation, housing, health, and so many other areas. We see you. Your work matters, and we are with you. We commit to continuing this work with you.

Sincerely,

Carrie Thomas **Executive Director**

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A Win for Ventra Bulk Sales

The Chicago Transit Authority's (CTA) 2013 switch to the Ventra system may be a distant memory for many Chicago riders, but the Chicago Jobs Council (Jobs Council) has been working away to get the CTA to improve the basic functionality and pricing of the system for health and human service providers. Service providers depend on the Chicago Transit Authority (CTA) every day to ensure that participants can access programs, because no one can benefit from a training, shelter, or appointment if they cannot get to it. However, the CTA's Ventra fare system is costly and burdensome for social service providers who offer transit assistance to their program participants.

The Jobs Council first publicized some challenges of the Ventra fare system in 2014 in our report "Ventra poses barriers to providing transit support to low-income Chicagoans." Later in 2014, the Chicago Department of Family and Support Services further explored the Ventra issues through a survey of their own delegate agencies. Their survey identified similar challenges. Over the last three years, Jobs Council staff have met with additional providers, CTA staff, city agencies, and the Mayor's office to find solutions to the costs and burdens Ventra has created.



In FY 2017, we continued to fight this barrier for low-income and unemployed Chicagoans with our partners at the Transit Table, a coalition of social service providers, advocates, and other stakeholders working to eliminate transportation barriers that keep people out of work and in poverty. We raised the issue on the front page of the *Chicago Tribune*, which documented struggles of service providers and their customers juggling exorbitant fees and the unsafe travel options that customers often are forced to resort to: "...the homeless get back anyway they can—walking miles across gang boundaries, jumping turnstiles or begging strangers to use their Ventra cards for a free ride."

We sent a letter to CTA, signed by over 40 social service agencies and advocates, asking CTA for online bulk sales, and to waive the 50 cent surcharge on paper tickets. In November, we testified at the CTA board and gained additional media attention. Finally, after years of hard work, the CTA implemented a modernized online bulk purchase process for Ventra tickets in the Spring of 2017! This victory was made possible by the collaboration of our partners at the Transit Table. Providers have already benefited from access to bulk sales—they are now better able to provide transit assistance, unweighted by a broken purchasing system.

Ending Driver's License Suspension for Non-moving Violations

The Jobs Council has been working with partners at the Transit Table since 2016 to better understand how driver's license suspension policy keeps people out of work, in poverty, and contributes to racial disparities that fall hardest on low-income people of color. All too often, when a license is taken away, a job is taken away. This year, we got to roll up our sleeves and start changing policies.

With our partners at the Transit Table, we crafted the License to Work Act and recruited almost 30 sponsors in Springfield the first time it was introduced. The License to Work Act would eliminate driver's license suspension as a penalty for most non-driving related violations. When 80% of Illinoisans drive to work, and communities of color suffer from worse transportation access and higher unemployment, it is neither fair nor smart to take away the driver's licenses of people whose crime is being too poor to pay off a ticket, fine, or fee. Though the bill was not passed this session, we're excited by the support we've received and the productive conversations we've had with stakeholders of all kinds.

As we prepare for the next year of driver's license suspension advocacy, the Jobs Council is gathering more data and building more relationships to advance our efforts. This year, the Jobs Council implemented a survey which has had great success in connecting to and documenting the experiences of those who have lost their licenses with over 500



respondents from across Chicago and Illinois. The Jobs Council hopes to use the insight gathered from our survey to inform legislators, service providers, and the policy advocacy community. As we continue our advocacy efforts, we put the lived experiences of those who have been most affected by over-policing and poverty at the center of our efforts.





Chicago Change Agents Help Young Men of Color Step Into Their Futures

In October 2016, seven delegates from ChiTech Academy, Leaders Up, North Lawndale Employment Network, OAI, and Youth Guidance joined non-profit and public sector leaders from four cities across the country to participate in the Emerging Leaders Academy.





As a co-facilitator of this week-long immersive training, the Jobs Council helped spark a conversation about expanding opportunities for young men of color and highlighting their potential as leaders in the community. At the conclusion of the Academy, the seven Chicago delegates, now a team of "Change Agents", returned to the city to plan an event entitled Step Into Your Future focused on career exploration, personal motivation and empowerment. Over 60 young men of color attended to hear from a variety of local speakers, network with peers and other mentors, and be connected to resources and future opportunities. Beyond this successful event, the Chicago Change Agents continue to convene with the Jobs Council to consider additional opportunities for engaging and empowering future leaders of color.

The Jobs Council Helps Evaluate the Impact of Socio-emotional Skills Training

Through our grant from the University of Chicago Poverty Lab, the Jobs Council continues to support the implementation of *Transforming Impossible to Possible* (TIP), a training curriculum that focuses on incorporating socio-emotional skills into job readiness activities for the chronically unemployed. Through our three partner organizations—Centers for New Horizons, Central States SER, and the Safer Foundation—randomized control group trials continue to be completed and preliminary results are expected in 2018. As we engage with this experimental program, the Jobs Council remains on the frontline, exploring what works best for service providers and those they serve. The process of rolling out TIP has provided valuable insights which we continue to incorporate into our capacity building efforts. In the coming year, we look forward to learning more about the outcomes of this program and its impact as we gather data and feedback from our partners.

Building Expertise Through Data: Success Drivers Cohort

This year, the Jobs Council completed its third Success Drivers cohort, an initiative that brought together a group of eleven Chicagoland organizations for over six months to explore best practices in workforce development based on national survey data from the Workforce Benchmarking Network. Through organizational self-assessments, peer learning, guest speaker presentations and action planning, these organizations used evidence-based strategies to implement concrete steps to improve their programming.

Each year, the Jobs Council improves and expands the Success Drivers cohort experience. In 2017, we received the most applications to date and tried to intentionally select a diverse cohort based on organizational size, population served and program model. Additionally, this year, we built opportunities for the cohort to understand and learn from each other's programs through site visits to participating agencies. We have also created a Success Drivers Alumni Network, where participants from previous cohort years come together quarterly to network, troubleshoot organizational challenges and support the Benchmarking community. In coming years, we will continue our efforts to expand this learning experience to more organizations in order to move the needle and build the capacity of Chicagoland workforce agencies.





Leading With A New Strategic Plan

This year, the Jobs Council completed a strategic planning process to guide our work over the next three years. We challenged ourselves to think big and bold in every aspect of the planning process with a commitment to explore all ideas as to how employment can move people out of poverty. We revisited our mission statement and articulated a new vision, that ALL people, regardless of where they start or where they've been, can access employment as a pathway out of poverty. We stated our organizational values of stable employment and strong communities, equity, evidence and on-the-ground experience, and inclusion and collaboration. Our strategic plan directly addresses the systemic barriers that prevent jobseekers from connecting with employment opportunities and outlines a series of goals and action steps to move us forward. With this new framework, the Jobs Council will harness the resources and partnerships that have informed our work for decades in our role as a reliable advocate and resource for the workforce community.

As part of our commitment to addressing systemic barriers to employment, all Jobs Council Staff and Board Members participated in an organization-wide racial equity training conducted by the Race Matters Institute. The two-day training helped us launch an organization-wide transformation to apply a racial equity lens to everything the Jobs Council does—policies, programs, practices, and protocols—aligning all of our work to advance racial equity outcomes in employment. As a team, we began to "build our muscle" to apply new tools, disaggregated data, and shared language about structural racism in all of our work. Following the training, every staff member committed to incorporating these newly-learned tools and practices into their day-to-day work so that the racial equity commitment outlined in our value statements and strategic goals is real and evident across all of our work. The Jobs Council continues its commitment to dismantling barriers to employment by placing race at the center of our research, advocacy and capacity building.



Top (L-R): Ellen Johnson, Etta Davis, Kaitlyn McGovern, Lorraine Chavez, Carrie Thomas, Megan Winzeler, Eric Halvorson; Bottom (L-R): Angela Morrison, Cheryl Hester, Queen Dorn, Caitlin Gent



Fiscal Year 2017 Financials

Chicago Jobs Council Statement of Financial Position

Period ending June 30, 2017

ASSETS

Current Assets:	
Cash and cash equivalents	\$642,949
Restricted cash	3,737
Total Cash and Cash Equivalents	\$646,686
Contributions receivable	75,000
Other receivables	32,690
Prepaid expenses	4,702
Total Current Assets	\$759,078
Property and equipment	1,841
Certificate of deposit	50,149
TOTAL ASSETS	\$811,068
Current Liabilities:	
Accounts payable and accrued expenses	\$22,271
Accrued payroll and related expenses	9,627
Custodial funds payable	3,737
Deferred revenue	9,109
Total Current Liabilities	\$44,744
Net Assets:	
Unrestricted	\$439,595
Temporarily restricted	326,729
Total Net Assets	\$766,324
TOTAL LIABILITIES AND NET ASSETS	\$811,068

Fiscal Year 2017 Financial Support, Donors, and Sponsors

CORPORATIONS AND FOUNDATIONS

The Boeing Company Chicago Tribune Charities — Holiday Campaign, a fund of the McCormick Foundation

The Crown Family

The Field Foundation of Illinois

Grand Victoria Foundation

Heartland Alliance's National Center on

Employment and Homelessness

Joyce Foundation

Lloyd A. Fry Foundation

The Pierce Family Charitable Foundation

Polk Bros. Foundation

Searle Funds at The Chicago Community Trust

TJX Foundation

The UPS Foundation

University of Chicago Poverty Lab

Winzeler Gear

Woods Fund of Chicago

Net-Telligence Group

Anonymous

ANNUAL MEETING SPONSORS

United Parcel Service Winzeler Gear Central States SER, Jobs for Progress, Inc. Chicago Center for Arts & Technology Elevate Energy LeadersUp National Able Network

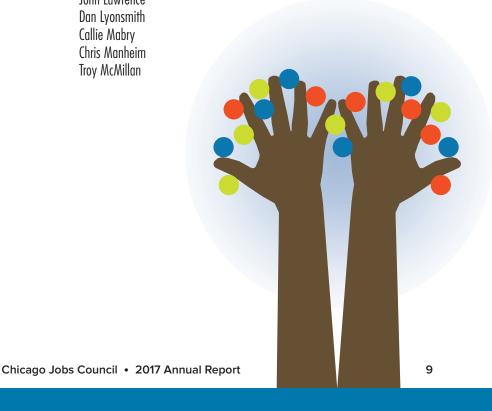
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Bill McVey Marcia Medema Marty Miles Andres Moreno Meghann Moses James Murphy Jennifer Parello Nancy Phillips John Plunkett Wendy Pollack **Guadalupe Preston** Abby Robbins Florence Roisman Jeffrey Rossi Betsy Rubin Benjamin Seefeldt Ramesh Siripuram **Ivette Sosias** Shannon Stewart Jacqueline Summerville Carrie Thomas Carolyn Thomas Christing Warden Matt Weis Luke Weisberg Megan Winzeler Amy Wishnick

Teresa 7hu



Fiscal Year 2017 Members

ORGANIZATIONAL MEMBERS

A Safe Haven Foundation

African American Christian Foundation

Albany Park Community Center

Allied Health Care Career Network

Alternative Schools Network

Alternatives, Inc.

Aunt Marthas

Austin Coming Together

Breaking Ground

Breakthrough Urban Ministries

California Indian ManPower

Consortium, Inc. (CIMC)

Calumet Area Industrial Commission

Cara

Career Transitions Center of Chicago

Catholic Charities

Center for Changing Lives

Centers for New Horizons

Central States SER

Centro Romero

Chicago Botanic Garden

Chicago Cook Workforce Partnership

Chicago House and Social Service Agency

Chicago Lawyers' Committee for Civil Rights

Under Law, Inc.

Chinese American Service League

Chinese Mutual Aid Association

City of Evanston Department of Parks,

Recreation and Community Services

Community Assistance Programs

Dynamic Educational Systems, Inc. (DESI)

Easter Seals, Inc.

Employment and Employer Services

Erie Neighborhood House

Family Rescue Goldie's Place

Greater Chicago Food Depository

Greater West Town Community

Development Project

Growing Home, Inc.

Heartland Alliance

Hess Advantage, Inc.

Holsten Human Capital Development Corporation

Housing Forward

Howard Area Community Center

Illinois Department of Employment Security

Illinois Youth Build Coalition

Industrial Council of Nearwest Chicago

Inspiration Corporation

Instituto Del Progreso Latino

Jane Addams Resource Corporation

JVS Chicago

Kaleidoscope, Inc.

KRA Corporation

La Casa Norte

ra casa Molle

Latino Union Of Chicago

LeadersUp

Literacy Works

Manheim Solutions, Inc.

Marillac Social Center

McHenry County Workforce Network

METEC Resource Center

Metropolitan Family Services

National Able Network, Inc.

New Moms, Inc.

North Branch Works

North Lawndale Employment Network

OAI, Inc.

PODER

ResCare Workforce Services

Roosevelt University

Safer Foundation

Sargent Shriver National Center on

Poverty Law

SGA Youth and Family Services

Skills for Chicagoland's Future

St. Leonard's Ministries

StreetWise

The CABET Group

The Inner Voice, Inc.

UCAN Chicago

UCP Sequin of Greater Chicago

West Suburban Jobs Council

WRD Environmental, Inc.

Youth Guidance

Youth Job Center

YWCA of Metropolitan Chicago

INDIVIDUAL MEMBERS

Mary Lee Ahern

Amy Berk

DeRondal Bevly

Robin Futrell

KODIII I DIIGI

Lorne Green

Evera Ivy

Judith Kossy

Stanley Martin

Thomas Peters

Chandra Taylor

Gailmarie Ward

Betty Willhoite

Darice Wright

Hiyam Yusef

Fiscal Year 2017 Transit Table Participants

Active Transportation Alliance Cabrini Green Legal Aid Chicago Lawyers' Committee for Civil Rights Under Law Community Organizing and Family Issues Cook County Sheriff's Office

Employment & Employer Services
Greencorps Chicago
Growing Home
Heartland Alliance for Human Needs &
Human Rights
Inspiration Corporation

North Lawndale Employment Network Pride Action Tank Woodstock Institute

Fiscal Year 2017 Working Group Participants

Maria Alfaro Troy Alim David Alvarez Danata Andrews Sugrez Astrid Alfreda Baran Edaar Barba **Dwight Battles** Jim Bell **Evelyn Benitez Dywaine Betts** Jody Blaylock Graham Bowman LaTonva Brooks Belinda Brooks Kevin Brown Jeanne Burgmann Anne-Marie Buron Katv Butler Shannon Callahan Angela Callier-Harris Don Chartier Eric Courts Brandi Crawford Tracy Occomy Crowder Lynne Cunningham Ann Darnton Sunday Davis Starr De Los Santos Jonathan Delozano Paul DeVaul Leticia Diaz Caitlin Dillon Cleve Dixon Karen Doran Yetunde Dosu Kathleen Dowling Liz Doyle Leah Eggers Monique Ellington Joyce English Marissa Epps Woody Faugas Clelia Ferro Allegra Fischer Larry Fitzpatrick Raymond Fleming Keith Flowers Tiffany Ford Takisha Freeman

Michelle Gaae

Karmela Galicia

Edwin Galletti Eduardo Galvez Kate Gannon Julia Garibay Ruben Gerena Kathleen Gerhold Dena Giacometti Alex Goldenberg Kenneshia Goods-Fondren Rob Gorman Paula Grady Rosazlia Griller Miguel Guzman Javier Haro Lizzie Harrington Kate Harrington-Rosen Barbara Harris Ron Hearns James Henderson Crystal Hendricks-Kretzer Luisa Hernandez John Hess Siri Hibbler Jaye Hobart Bennie Holman Tomas House Aisha Ismail Arnetra Jackson DeJaun Jackson Surabhi Jain Renada Johnson Tammy Johnson Andy Johnson Olivet Jones Sandra Jones Jose Juarez Pia Kanov Kosha Kapadia Anne Kearnev Courtney Kelledes Keith Kelley Betsy Burton Kelly Malachi Kelly Cyndi Kenzinger Jon Kimmel Kelsey Knapp Kerry Knodle Anthony Kochevar Judith Kossv Annie Kraft

Christina Krasov

Sari Kreines

Judy Lai Jay Landau Marybeth Lanier Jesenia Latorre lennifer Levitt Gerardo Lopez Christopher Loverix Anthony Lowery Ed Luna Sophie Macks Mackenzie Maanus Chris Manheim Jenelle McClean Michelle McFarland Ms.Emmer McGarry Kirstin McGinnis Curtis McKinney Corey McMillon Delilah Medina Joy Menhennett Cora Metrick-Chen Sarah Meyer Jeremy Miller Tania Morawiec Angela Morrison Dana Morrison Rosalva Nava Linda Nguyen Amalia NietoGomez Casev Nunes Jeanine Otte Trisha Palma Gloria Panama Lilian Paniagua Lepe Marlen Perez Miguel Perez Thomas Peters **Emily Peters** Cleveland Pitts Alan Placek Wendy Pollack Cristine Pope Sharon Powell **Guadalupe Preston** Michelle Rafferty Leila Rahravan Marc Raifman Carmen Reed Megan Reid Tim Reidy Emily Rhodes

Analia Rodriauez Joselyn Rollerson Aleiandra Romo Susette Ross-Taylor Jamie Roth Betsy Rubin Elena Sakopoulos Melanie Sampson Ahmad Sanders Caitlin Saraceno Anjelica Sepulveda Angelica Serna Elizabeth Serrano Monique Shelton David Sinski Shquestra Sitawi Tony Smith **Ivette Sosias** San Spears Susan Stanley Brian Stanley Erin Steva Dan Swinney Caitlin Taylor Chandra Taylor Suzanne Till Emma Tolman Fred Tsao **Genny Turner** Rachel Unruh Christophe Valcourt Amanda Varela Adrean Varaas Melguiades Velez Micaella Verro Eileen Vesey Connie Victor Megan Walton Matthew Weis Sylvia Wetzel Jamie Winger Emma Wolfe Kavla Womack Jason Woodard Clifford Yates Irene Zamora Sherry Zhong Alex Ziskind

David Robinson

Fiscal Year 2017 Frontline Workforce Association Participants

Whitney Allen Matthew Amador Dana Anthony Huao Avila Tylisha Baker Alfreda Baran Reging Bass Nathan Bedell Katy Belot-Hamilton Mary Belville Amy Bicknell Sheri Blakely Katie Blank Cindy Bojorquez Regina Boyd Paris Brandy Kathleen Brannigan Kelsey Briggs-Dineen LaTonva Brooks Annette Brown

Adela Bucio Angela Callier-Harris Claudia Cattouse-Regalado

Arlene Chandler Paris Clark Boh Climack Christa Clumpner Joyce Cooper Kayla Cormier Sandra Cortina Fric Courts Adrienne Cox Lynne Cunningham DeMico Davis Marcel Davis Bethany Dean Cristina De La Rosa Mark Dennison Ana Diaz Cleve Dixon

Emily Doherty Ruby Dorsey Kathleen Dowling Liz Doyle

Amber Duerwaechter Lijia Evariz Gisella Faggi Alicia Feistamel

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Jacob Grobe

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James Hun
Ashley James
Lingzi Jin
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Jasper Jones
Sandra Jones
Lois Jones-Myles
Pia Kanoy
Anne Kearney
Emily Keesling
Betsy Kelly
Malachi Kelly

Jean Kim Jian Kim Jonathan Kimmel Nancy Kramer Sari Kreines Carla Kundert Judy Lai

Carla Kunderf Judy Lai Marybeth Lanier Jesenia Latorre Esther Lee Jennifer Levitt Marisa Lewis Ellen Lindsey Marsha Love Ed Luna Sophie Macks Monika Mader Vivienne Mason Delilah Medina

Magda Melgoza Sarah Mercado Sarah Meyer Erin Michalowski Joanna Michelson AnaMaria Montes de Oca-Rojas

Gabby Mora
Tania Morawiec
Teneshia Morgan
Gregory Morrow
Elizabeth Mulkern
Diana Munoz
Carmen Myers
Charlie Negron
Linda Nauyen

Katherine Nieweglowski Casev Nunes Crystal Odom Mariana Ortiz Trisha Palma Kailey Parker Shalom Parker Khalid Parrett Kelly Pavich Marlen Perez Mary Jo Perlongo Rochelle Perry Wesley Perry **Emily Peters** Maria Piña Alan Placek

Carrie Podolsky Leila Rahravan Maria Ramirez Maria Elena Ramirez Tim Reidy Caroline Rendon

Caroline Kendon Arlena Rochelle Jesus Rodriguez Johnny Rodriguez Melissa Rohrbaugh Lucy Romero Alejandra Romo Erica Sanchez Derrick Sanders Katherine Schaeffer Jes Scheinpflug Leigh Schommer Cotorey Seals Anjelica Sepulveda Flya Serna

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2017 Meetings & Events



Jobs Council partners engage in critical flash advocacy activities at Workforce Development Working Group, Transit Table and other key meetings and events to help make sure that policy makers get the message!

Clockwise: Analia Rodriguez (Latino Union of Chicago); Becky DeForest and Melanie Sampson (Literacy Works); Juan Calixto (Chicago Community Loan Fund); Cheryl Hester (Chicago Jobs Council)





Left: Team Jobs Council visits our partner Centro Romero in Rogers Park to learn more about their services for individuals and families.

Right: "On the Table" attendees talk about worker-owned cooperatives at this Chicago Community Trust event co-hosted by the Jobs Council and Chicago Center for Arts and Technology.





Left: Carrie Thomas and Jobs Council partners Bashir Muhammad and Lincoln Stannard attend a Woodstock Institute event at the Stony Island Arts Bank.

Right: As part of a Frontline Workforce Association meeting focused on self care in the social services field, attendees practice a relaxation exercise led by Caren Jeskey.

36[™] Annual Meeting — Ideas & Action Celebration





Left: Emerging Leaders Academy Chicago Change Agents receive the Betty J. Willhoite award: Jose Wilson, Laura Lane, Jacob Grobe, Dywaine Betts, Jr., Pamela Williams; (not pictured) Monique Shelton, Sequane Lawrence, Leah Eggers Right: City Colleges of Chicago Chancellor Juan Salgado delivers an engaging Ideas & Action Keynote address.





Left: Precious Wright snaps a selfie with spoken word performers Jordan "DXTR Spits" Holmes and Antwon Lord Funches who opened and closed the event.

Right: Frontline Focus graduates: (Top row, L-R) Sarah Meyer, Dywaine Betts, Jr., Thomas Peters, Nathan Bedell, Jake Rohn, David Harris, Javier Haro; (Bottom row, L-R) Precious Wright, Betsy Kelly, Antonette Hernandez, Sunday Davis





Left: FY2017 board members: (Top row, L-R) Rebecca Estrada, Wendy Pollack, Laura Zumdahl, Dr. Ricardo Estrada, Mollie Dowling, Matthew Weis, Erick Allen, Margie Gonwa; (Bottom row, L-R) Guadalupe Preston, Anita Jenke, Barbara Tartaglione, Debra Walker Johnson

Right: Two special Jobs Council alumni, former Board President John Plunkett and former Executive Director Robert Wordlaw, enjoy reconnecting.

About Chicago Jobs Council

Chicago Jobs Council (Jobs Council) moves people out of poverty through employment using on-the-ground expertise, advocacy, and capacity-building. Our vision is that all people, regardless of where they start or where they've been, can access employment as a pathway out of poverty.

Founded in 1981 with 18 original members, the Jobs Council now works alongside nearly 100 members and many more partners to change policy, develop innovative practice, reform systems, strengthen organizations, and support frontline workforce development professionals.



Chicago Jobs Council

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Frontline Focus Training Institute

CJC1700

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