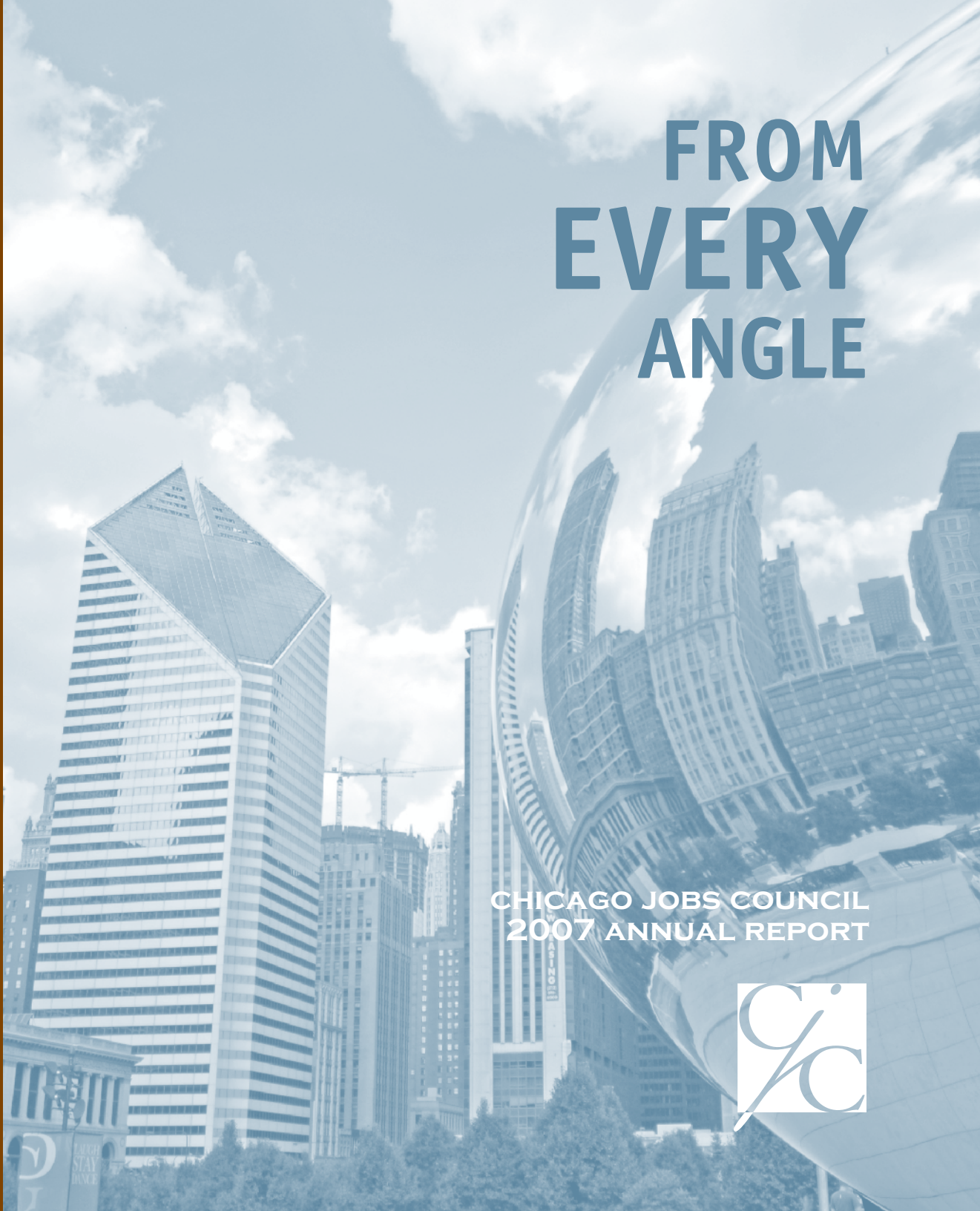


FROM EVERY ANGLE

CHICAGO JOBS COUNCIL
2007 ANNUAL REPORT



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JP Morgan Chase Foundation
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The Joyce Foundation
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The Partnership for New Communities
Polk Bros. Foundation
The Rockefeller Foundation
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LETTER FROM THE EXECUTIVE DIRECTOR

Dear Colleagues:

I want to thank each of you for your continued support of the Chicago Jobs Council and its important work. Your dedication and commitment to enhancing the quality of life for all unemployed and low-income workers is what inspires us.

The goals we have achieved in Fiscal Year 2007 will have a lasting impact on the lives of thousands of individuals who began the process of gaining economic equity. CJC's work is guided by the needs of unemployed and low-skilled workers, providers, other stakeholders, and by our own research and experiences. We believe that appropriate policies and programs can create the framework needed to end poverty and bring about true economic equity for all Illinoisans.

Our challenges are enormous. Over 28% — three million — residents of Illinois are living at or below 200% of poverty, and the *majority* of new jobs through 2012 are projected to pay *below* the State median household income of \$48,000. Trying to respond to the employment needs of the immigrant, the person with a criminal record, and others with multiple barriers under ill-conceived public policies is over-taxing a provider system that has seen a steady decline in resources over the past six years. We are all being asked to do more with less.

CJC responded to the many challenges and opportunities confronting all of us who are involved in workforce development by engaging more people and more organizations in the effort to enhance the City and State workforce delivery systems *from every angle*. This report reflects our work to promote public policy changes and increased opportunities for disadvantaged workers, and to build the capacity of providers working on the frontline.

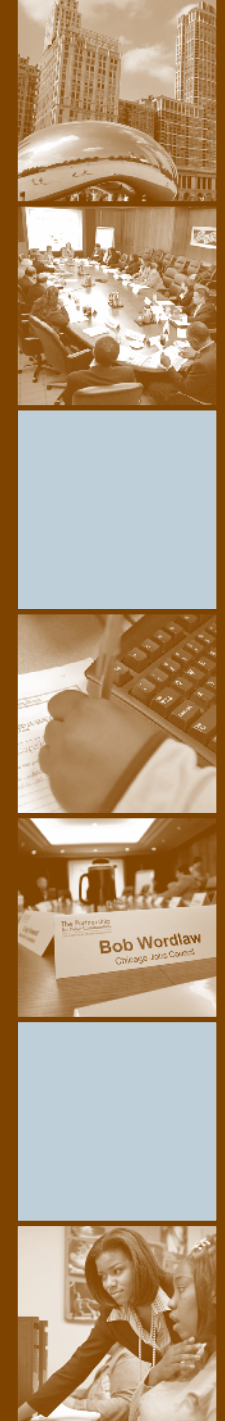
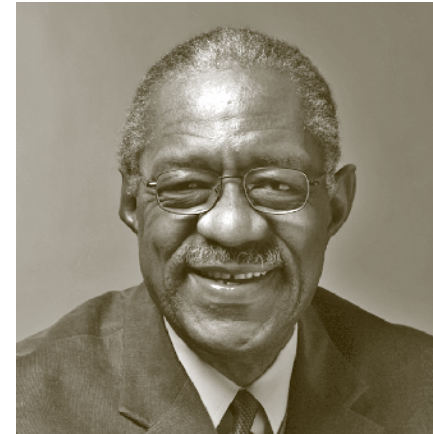
Because our economy and job market are now influenced by regional, national, and international policies, CJC's ongoing work includes outreach to involve more regional and statewide partners in our advocacy, information dissemination, and technical assistance efforts that are aimed at shaping workforce and economic development policies and programs. We are also working to create more governmental partners at the City and State levels to address the issue of the integration of workforce and economic development.

Again, I take this opportunity to offer my heartfelt thanks to each of you who have made CJC what it is and what it is going to be.

Sincerely,



Robert E. Wordlaw
Executive Director



IMPROVING WORKFORCE POLICY

Administrative advocacy remains CJC's fundamental strategy for policy change. In FY 2007, CJC's work was guided by a vision of workforce development fully integrated with economic development, yet challenged by shrinking government resources. CJC participated in city, state, and federal processes to improve policies and strengthen services in Chicago and Illinois.

CJC took action when Mayor Daley transferred Workforce Investment Act (WIA) youth funds and their administration from the Mayor's Office of Workforce Development (MOWD) to the Department of Children and Youth Services. CJC worked with youth service providers to communicate their interests to better facilitate the transfer and underscore the needs of out-of-school youth. CJC was also appointed to the Chicago Workforce Board's new Youth Council, and so will continue to advise the department on its development of WIA youth programming.

CJC assisted MOWD in its strategic planning, submitting feedback throughout the process that we gathered from a focus group, CJC working groups, and our semi-annual survey of WIA providers. MOWD used this feedback to help refine its internal processes and to restructure its WIA service delivery system.

CJC continued to facilitate and coordinate the implementation of Opportunity Chicago, the public-housing-focused comprehensive employment initiative. Gaining momentum in FY 2007 with additional program offerings, Opportunity Chicago has helped over 1,300 residents obtain employment since the initiative began in January 2006.

CJC's working group directed comments on the State's WIA plan to the Illinois Department of Commerce and Economic Opportunity. CJC's remarks addressed investment priorities, job seeker access to services, and system improvements. When the Illinois Workforce Investment Board created a taskforce to examine aspects of the Plan, CJC members formed an ad-hoc committee and produced two additional comment documents.

CJC also submitted comments on the Temporary Assistance for Needy Families (TANF) interim final rule to the U.S. Department of Health and Human Services. CJC advised the Illinois Department of Human Services' implementation of federal policy and engaged working group participants in monthly monitoring of the State's work plan impact on contractors and their clients.

A CLOSER LOOK: OPPORTUNITY CHICAGO

"CJC certainly has played a vital role with the facilitation of inter-agency collaboration," says Commissioner of the Mayor's Office of Workforce Development, David Hanson, highlighting the value of CJC as the facilitator and coordinator for Opportunity Chicago, a new citywide initiative to prepare over 5,000 Chicago Housing Authority (CHA) residents for employment over five years.



Opportunity Chicago Strategic Advisors discuss initiative progress during a monthly meeting at the Federal Reserve Bank.



Harborquest, an Opportunity Chicago provider partner, prepared public housing resident Crystal Purnell for her entry-level job at the Marriott Hotel – Medical Center. Crystal sees her work as the first step on her career path.

CJC’s coordinating efforts are crucial to the success of the initiative, because, as Hanson explains, “It’s a partnership, and the strength of the partnership comes from the individual agencies and organizations that, in the past, have worked separately, perhaps to achieve some of the same goals, but traditionally only in their domains. So the partnership represents the collaboration of government agencies, community-based agencies, and philanthropy coming together to address the employment needs of residents collectively.”

CJC also promotes innovative approaches to programming. “CJC, in the beginning, helped us—government agencies and people who have been in workforce development for a while in the city—to think about how we could do this differently,” says Linda Kaiser, Managing Director of Resident Services for the CHA, who has been active in workforce development in Chicago for years, now for the CHA and previously with both the Mayor’s Office of Workforce Development and the Chicago Workforce Board.

Because Opportunity Chicago programs are supported through a public-private partnership, Kaiser points out, “When we want to offer new service models to CHA residents, we can.” These new models include contextualized literacy training, bridge programs, and transitional jobs, which are all designed to prepare very-hard-to-employ individuals. The initiative also employs industry specialists to engage employers in several industries—transportation, warehousing, and logistics; healthcare; hospitality; manufacturing; and basic office—to help develop these programs and hire CHA residents.

In addition to addressing the immediate workforce development needs of CHA residents, partners expect Opportunity Chicago to also have significant policy implications for the City. Hanson believes, “Just bringing philanthropy into workforce development and seeing results will stimulate other giving in this area. It will make us, as government agencies, spend differently on how we set up other programs for harder to serve populations.”

The initiative also will have national policy implications, since “People throughout the country are looking at the project” to see what approaches to serving these populations are successful, adds Hanson.

“CJC has played a key role in advancing Opportunity Chicago’s strategies.”



INCREASING OPPORTUNITIES FOR UNDERSERVED JOB SEEKERS

In 2007, CJC was a constant advocate for a more comprehensive workforce development system that builds the job skills of underserved working age adults. The preparation of these job seekers through focused programs is critical to filling industry skills gaps in the Chicago and Illinois labor markets.

CJC used the *Big Shoulders, Big Challenges* report we prepared last year to encourage Chicago City Council members to increase funding for workforce development programs specifically for underserved populations. The Mayor's Office of Workforce Development corporate budget was increased by over \$5 million, with dedicated funding for transitional jobs for job seekers with criminal records and enhanced employment services for people who are homeless. This increase in funding also supports the Business Incentive Hiring Program, which provides financial benefits to employers that hire TANF recipients, CHA residents, homeless people, persons with disabilities or criminal records, veterans, and others.

CJC advocated with Illinois legislators and the Governor's Office for increased employment services for public benefits recipients. Our budget brief, *Between a Rock and a Hard Place: Illinois' Workforce Development System*, explains the role of the Illinois Department of Human Services in the State's workforce system and the importance of funding mixed strategy services, transitional jobs, and bridge programs for public benefits recipients.

CJC promoted funding increases for skills training strategies for underserved job seekers through the Illinois Works for the Future (IWF) campaign, in collaboration with the Center for Tax and Budget Accountability and the Sargent Shriver National Center on Poverty Law. IWF seeks to integrate economic and workforce development policy to better serve all residents and to produce skilled workers in strong businesses with good jobs that foster thriving communities. With outreach to communities and stakeholders throughout Illinois, IWF endorsements grew this year and the Illinois House passed HJR 49 calling for a bi-partisan taskforce to promote Illinois Works for the Future goals.

CJC continued to collaborate with our sister jobs councils in Aurora, Decatur, and Rockford. These jobs councils are working to influence local workforce development policy and address service gaps by convening stakeholder forums, building broad local partnerships, and offering new programs. For example, the Decatur Jobs Council developed an Internet-based employment support services directory so human service providers can easily link their clients to employment services. Also, Aurora Area Jobs Council partners worked with CJC to offer new employment services for the area's growing homeless population at HESED House, Inc.



Ryan Dowd is the Executive Director of HESED House in Aurora, Illinois. The emergency shelter for homeless individuals and families will graduate its first class of job-ready clients this fall.

**“What CJC brought
was a knowledge of the resources
and an incredible tenacity.”**

A CLOSER LOOK: NEW EMPLOYMENT SERVICES FOR AURORA'S HOMELESS

Everyone deserves the opportunity to work. "The homeless people we serve have a wide array of barriers," explains Hesed House Executive Director Ryan Dowd. "It's not always a glamorous picture, but with the right kind of assistance, many of our guests can get and keep jobs."

Hesed House in Aurora, Illinois, intends to help these people do just that with a new soft-skills program it will soon offer, thanks to a partnership CJC assembled. Using a curriculum designed by Inspiration Corporation in Chicago, this program will be taught by Waubensee Community College. Soon Hesed House will have a full-time Waubensee Community College staff person located onsite whose "job is to eat, breathe, sleep, and think about how to get homeless people into jobs," says Ryan.

Hesed House has the second largest emergency shelter in the state. It also offers a transitional living community and will soon provide permanent supportive housing. Its many services for the homeless include a food pantry, soup kitchen, clothing, substance abuse and mental health counseling, legal assistance, and other services.

"We're good at working with homeless people in general. But we're not an employment agency," notes Ryan. "Instead of trying to offer the program itself, we would rather partner with an agency that already has the statewide contacts and the experience."

So CJC, working with the Aurora Area Jobs Council, assembled a team of experts, including representatives from Hesed House, Waubensee Community College, Inspiration Corporation, and the River Valley Workforce Investment Board.



Andrae Griffin, Sr. (l) and Otho Roy (r) tend to their assigned tasks as guests at HESED House. They expect to benefit from the new soft-skills employment training program now accessible on-site.

In reviewing the complex process of assembling the partners, designing the program, and raising the funds to offer it, Ryan is sure the program never would have gotten off the ground without CJC. "They were just so persistent that every time we ran into a barrier and I was ready to say, 'Okay, I guess this isn't gonna work,' they refused to give up and pushed on."

Funded by Community Development Block Grant funds from the City of Aurora, the River Valley Workforce Investment Board is also helping to raise money for the program. Partners hope to eventually secure Workforce Investment Act funding for it.

What's next for the people Hesed House serves? Ryan muses, "Our hope down the line is to have a transitional jobs program here."



STRENGTHENING THE OUTCOMES OF WORKFORCE PROVIDERS

CJC recognizes workforce system capacity is a critical angle to pursue along with policy and program improvements. In FY 2007, 176 participants from 71 different organizations participated in CJC's Frontline Focus professional development trainings designed to increase the expertise of direct service providers. These frontline staffers from throughout metro Chicago help disadvantaged job seekers secure and retain career path employment by working with employers and providing services to job seekers.

CJC offered two sessions of Skills and Strategies for Working with Employers. This 10-week interactive course provides practical skills and strategies for building long-term relationships with employers and making effective placements. Through hands-on exercises, research, guest speakers, and discussion, the course covers topics such as prospecting, communicating with employers, using technology effectively, addressing post-placement problems, and cultural competency.

CJC initiated the Job Developer Orientation in FY 2007. This full-day workshop introduces new job developers and employment services staff to key skills, strategies, and concepts for reaching out to employers, making good placements, and working effectively in their role.

CJC developed and offered an Introduction to the Workforce Investment Act four times in response to high demand. This workshop focuses on raising awareness and understanding of the federal Workforce Investment Act (WIA) and the provider's role in the workforce development system. The new training covers federal WIA goals, mandated partners and services, state and local governance, types of WIA customers, and performance measures.

CJC offered a three-day course, Skills and Strategies for Working with Job Seekers with Criminal Backgrounds. It provides specific information, resources, and strategies that frontline workforce development staff working with both employers and job seekers can use to make successful job matches and placements for this disadvantaged population. Guest speakers from several organizations that serve those with criminal

backgrounds provide additional insights, strategies, and resources for working with these job seekers.

CJC's Industry Insider featured employment in the manufacturing and horticulture/landscaping sectors. This newsletter provides easy to understand local and regional industry information and regularly features interviews with employers and human resource professionals that highlight hiring trends and practices.

A CLOSER LOOK: FRONTLINE FOCUS ALUMNI

"I haven't seen any other organization within the Chicagoland area that has the breadth of knowledge that Chicago Jobs Council has. From policy to programs, I believe it's unparalleled." Roger Peden helps low-income 17- to 24-year-olds with high school credentials to find employment through his position at Jobs For Youth/Chicago.

Roger is one of many frontline employment services professionals who see CJC's Frontline Focus programs as essential training for both new and experienced people working in the field.

He found it especially helpful as someone new to the field. "I got in workforce development before I even knew there was a field called workforce development. Frontline Focus gave me a primer of the field overall...how the industries are different, how to establish relationships with employers, and how to progress them to get people hired."

**"I'm still a neophyte...
I want to go to every last one of
the Frontline Focus trainings."**

Dillan Siegler was also new to the field when she attended Frontline Focus. Her first course helped her to "put together the different pieces: how employers, direct service providers, and advocacy organizations all work



Roger Peden enhanced his workforce development skills in Frontline Focus trainings. He is Director of Employer Services at Jobs for Youth/Chicago.

together to really help individuals get on a path of self-sufficiency and ultimately find sustainable employment.” Dillan helps people with disabilities and other barriers to get jobs through her program at CARES Chicago.

Graduates of these training programs particularly appreciate the hard skills they gain through specific assignments, like the personal skills assessment, the industry report that many graduates refer back to while on the job, and techniques for working with employers. Priscilla Torrence explains, “Going to this workshop gave me strategies on how to get the employers to value the services that ICNC provides at no charge. Some people think that because it’s free, it’s not as effective.” As Director of Business Employment Services at the Industrial Council of Nearwest Chicago, Priscilla focuses on the employee needs of the Council’s business members, since they are her primary clients.

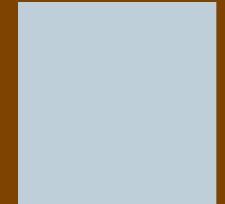
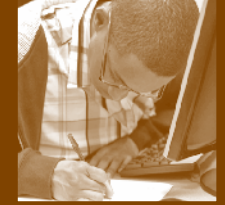
In addition to the hard skills they learn, they develop a network of colleagues. As Dillan says, “It was an absolutely phenomenal networking experience. I am still very close colleagues with several people I met in CJC training who have been in the field longer than I. They are my role models and they have showed me the ropes. And these are the folks who I e-mail with on a regular basis, sharing job leads.” Dillan has since attended all the Frontline Focus trainings.

Since they attended their first Frontline Focus trainings, Priscilla, Roger, and Dillan have all grown into supervisory positions and send their own staff to Frontline Focus. Roger reports, “The last time CJC had a one-day workshop I wanted all of my people to go. I planned to shut down operations so we could all take a trip to CJC for the one-day workshop. But by the time I got to my computer to enroll, it was full.”

Priscilla adds, “I recommend the class to anybody that comes through here. As long as they’re offering it, we definitely will keep talking it up and participating as much as we possibly can. We’ve had three people from our company participate.”



Though Anthony Tharpe faced multiple barriers to employment, skilled staff members at CARES Chicago helped him secure his job at Starbucks.



FISCAL YEAR 2007 FINANCIALS

CHICAGO JOBS COUNCIL STATEMENT OF FINANCIAL POSITION

June 30, 2007

ASSETS

Current assets:	
Cash	\$ 510,780
Cash – restricted	7,157
Short-term investments	253,330
Accounts receivable	6,537
Contributions receivable	146,250
Prepaid expenses	29,225
Total current assets	953,279

Noncurrent assets:	
Long-term investments	36,917
Fixed assets:	
Leasehold improvements	102,053
Equipment and furniture	26,463
Computers	
Less: accumulated depreciation	(85,219)
Total fixed assets	43,297
Total noncurrent assets	80,214

Total assets **\$1,033,493**

LIABILITIES

Current liabilities:	
Accounts payable and accrued expenses	\$ 7,488
Payroll liabilities	18,432
Custodial funds payable	7,157
Total liabilities	33,077

Net assets:	
Unrestricted	165,416
Temporarily restricted	835,000
Total net assets	1,000,416

Total liabilities and net assets **\$1,033,493**

FISCAL YEAR 2007 CJC MEMBERS

ORGANIZATIONAL MEMBERS

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 Albany Park Community Center, Inc.
 Alternative Schools Network
 B.U.I.L.D., Inc.
 Bethel New Life, Inc.
 Breaking Ground
 The CABET Group
 The Cara Program
 Carepoint Adult, Child & Family Association
 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 House and Social Service Agency
 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
 City of Evanston Department of Health and
 Human Services
 CJG Communications, Inc.
 Community Assistance Programs
 The Community Builders, Inc.
 Corporation for Supportive Housing
 Council for Adult and Experiential Learning
 DESI
 Easter Seals Metropolitan Chicago
 Employment and Employer Services
 The Enterprising Kitchen
 Eyes on Austin
 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
 Haymarket Center
 Health and Disabilities Advocates
 Healthcare Consortium of Illinois
 Heartland Alliance
 Housing Opportunities for Women
 i.c. stars
 Industrial Council of Nearwest Chicago
 Inspiration Corporation
 Jane Addams Hull House Association
 Jane Addams Resource Corporation
 Jobs For Youth/Chicago
 K. Johnson and Associates, Inc.
 Kenwood Oakland Community Organization
 Korean American Community Services
 La Casa Norte
 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
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 Phalanx Family Services
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Southeast Chicago Development
Commission
Southwest Youth Collaborative
St. Leonard's Ministries
TASC, Inc.
Uhlich Children's Advantage Network
Women Employed
The Women's Treatment Center
Work, Welfare & Families
WorkNet Northern Cook County/Arbor
Education and Training
YMCA Alliance of Metropolitan Chicago
Youth Guidance
Youth Job Center of Evanston, Inc.

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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.



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