

re^{visioning}

New perspectives.

New opportunities.

From the community.

For the community.



CHICAGO JOBS COUNCIL ANNUAL REPORT 2002-2003



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Executive Director

About CJC

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. Founded in 1981 with 18 original members, CJC has grown to include 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 pursues 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. Our efforts are also guided by the results of demonstration projects that test innovative solutions to pressing employment problems. By organizing members and other interested parties around workforce development, welfare reform, economic and community development issues, CJC fosters dialogue and cooperative strategies that effect change.

On the Cover

CJC convenes its working group participants and colleagues to discuss policy issues and to develop strategies. Pictured here are (from front to back): Ernestine Derden, Kapila Wewegama, Anita Flores, Margaret Motes, Shamus Misek, Betty Willhoite, Andrew Cusick, Marcia Medema, Tony Martin, Wendy Pollack, Lisa Hampton, Mimi Gilpin, John Plunkett, Meegan Bassett, Rod Wilson, Lois Synder, Reginold Jones, Sheryl Holman, Robert Barnett, Luis Angomas, Byron Hoppe and Greg Sills.

Greetings

To all of you working to enhance the quality of life for unemployed and low-income people and their families, congratulations on a year's worth of very important work. To say it has been a tough year for us is an understatement. We have all witnessed the impact of rising poverty and unemployment rates, regressing federal policies and eroding funding sources. Yet we all realize that *now more than ever* community residents need the services of community-based organizations. The Chicago Jobs Council responded by taking another look at our environment and began *re-visioning*—a process of re-assessing threats, challenges and opportunities, and renewing our work through different responses and new strategies.

As of this writing, the debates shaping the reauthorization of Temporary Assistance to Needy Families (TANF) and the Workforce Investment Act (WIA) continue to be mired in Washington's partisan politics. Over the last year, we strengthened our advocacy efforts on behalf of the poor and working poor by bringing our perspectives to the editorial pages of Chicago newspapers, and in meetings on Capitol Hill with our fellow advocates.

In Illinois, however, we are poised to take on the new challenges and opportunities being afforded us with the election of a new Governor. CJC has always had reasonable success in working with past administrations, but Governor Blagojevich and his administrative leaders have raised our expectations. In conjunction with our members and others, we began *re-visioning* policies and programs that could improve our welfare and workforce delivery systems. Already, we have shared some of those recommendations with key members of the Governor's staff and cabinet.

Locally, CJC brought into focus the skills and professional needs of job development staff. After many conversations with job developers and program managers, we launched a training series that provided hundreds of frontline staff with industry information and new insights for working with disadvantaged jobseekers, employers and one another. Our vision is to continue helping advance the skills and careers of the professionals whose work is critical to improving the livelihoods of the unemployed, their families and their employers.

With an eye on the future, CJC has been engaged in a *re-visioning* process with its members and other stakeholders about cultural and racial diversity in the workforce. Next year, CJC will launch and participate in a Cultural Competency and Employment Initiative to assess organizational practices that either promote or hinder cultural and racial understanding among nonprofits' own staff. This assessment will help CJC maximize its advocacy role in responding to policy issues related to occupational segregation in the workplace.

Administratively, CJC—with guidance from our Board—has tightened the proverbial belt and has begun *re-visioning* a financial infrastructure that will enhance CJC's economic stability. CJC's goal is to be a model of fiscal management and responsibility for our members and others struggling to stay afloat as public and private funders battle huge budget deficits and dwindling returns on investments.



Nonprofit organizations provide accessible employment and supportive services that community residents need to move out of poverty. To survive these challenging times and remain a viable link to the workforce delivery system, we encourage them to *re-vision* their programmatic and administrative strategies. We look forward to continuing our work with all of you.

All the best,

Robert E. Wordlaw
Executive Director

Challenges We've Seen

THE NUMBER OF POOR AMERICANS GREW FOR THE FIRST TIME SINCE THE 1990S BECAUSE OF WAGES LOST IN THE LATEST ECONOMIC DOWNTURN, ACCORDING TO A SEPTEMBER 2002 U.S. CENSUS BUREAU REPORT. AND THE NUMBER OF THE NATION'S UNEMPLOYED EXCEEDED 8 MILLION AMERICANS, MANY WHO REMAINED JOBLESS FOR RECORD TIME PERIODS. AT THE SAME TIME, THE ADMINISTRATION AND CONGRESS PLACED SIGNIFICANT LIMITS ON STRUGGLING FAMILIES' ACCESS TO CASH ASSISTANCE, FOOD STAMPS AND OTHER INCOME SUPPORTS WHILE IGNORING THE SKILLS-TRAINING NEEDS OF JOB SEEKERS AND THE LABOR MARKET.

Our Vision – Prioritize the needs of disadvantaged job seekers and local economies for Washington decision makers

Welfare reform.

CJC and other advocates hoped Congress would reauthorize Temporary Assistance for Needy Families (TANF) as a poverty reduction strategy before the legislation expired last September. As of late May, Congress extended but has not reauthorized current law. Thanks to dedicated advocates, the most detrimental proposals have not become law. Through advocacy and media relations, CJC, its members and friends helped call legislators' attention to the real issues facing their poorest constituents, and;

- Urged legislators to demand increased childcare funding, expanded definitions of work activities, and options for education and skills training.
- Analyzed certified training programs in Chicago, Aurora and Dixon to illustrate misconceptions about skills training, and informed Illinois Senators and the *Chicago Tribune's* editorial page.
- Responded with a letter to *Chicago Sun-Times* editors regarding the ill-advised welfare bill passed by U.S. House.
- Submitted testimony for the Senate Finance Committee's first and only hearing on TANF reauthorization.

Congress continues debating this important legislation. CJC continues pushing for productive reforms for TANF recipients.

Workforce development.

Last spring, CJC began informing policymakers about improving the Workforce Investment Act (WIA) that must be reauthorized by September 30, 2003. By convening local WIA affiliates, CJC brought the voice of experience to policymakers and the media.

Our advocacy reflected the recommendations we developed with a CJC ad-hoc committee that published *Improving our Response to Workforce Needs: Recommendations for Reauthorizing WIA*. By widely distributing the policy brief, we urged policymakers to refocus the system on building the skills of the workforce and better meeting labor market needs, and suggested:

- Investing in skills training;
- Rewarding efforts that move people to self sufficiency;
- Aligning the goals of the nation's workforce programs; and
- Increasing investments in building the workforce and creating new jobs.

We leveraged these WIA recommendations in testimony before the U.S. Department of Labor. And through our advocacy around the House's WIA reauthorization bill—HR 1261—we:

- Developed with Congressman Danny Davis an amendment that requires states to include in WIA implementation plans a strategy for addressing ex-offenders' employment needs. The amendment was one of the few that passed.
- Responded to major flaws in the Administration's proposed "Personal



Re-employment Accounts" through editorials published by four Chicago newspapers. The House pulled PRAs from its bill.

We also helped dispel the myths about the ineffectiveness of skills training by helping author *Skills Training Works: Examining the Evidence* with The Workforce Alliance and Women Employed. By taking a comprehensive look at existing research, we documented that skills training does increase



earnings and helps low-income adults access steady work.

Through research, community-driven advocacy and communications, CJC impressed upon federal policymakers the vital importance of income supports and skills training in moving families toward self-sufficiency. The story of one Chicago woman illustrates the harsh realities of current public policies, and the success that comes from training for career-path jobs.

BY EVALUATING EXISTING RESEARCH, CJC HELPED DOCUMENT THAT SKILLS TRAINING DOES INCREASE EARNINGS AND HELPS LOW-INCOME ADULTS ACCESS STEADY WORK.

A Reality

Marsha Dinkins is a quiet and determined woman with a clear vision for her family's future. A single mother of three, Marsha quit poverty-wage work as a homemaker in search of a health-care career that could better sustain her family: Mario, 13, Anthony, 10, and Nyesha, 2. At the same time, she and her children had to move out of her ailing grandmother's house, and were cut off from food stamps and cash assistance. "I told myself, it can't be any worse than this," Marsha recalled.

Denied valuable income supports, Marsha was more fortunate than her friends. She got housing assistance from Catholic Charities and moved into a small two-bedroom apartment on Chicago's south side. Her brothers put meals on the table and bought Nyesha's diapers. Already trained as a certified nursing assistant, she found The CARA Program—a CJC member whose training, job placement, supportive services and six-year partnership with Northwestern Memorial Hospital



helped complete her career transition. Marsha now is a nursing assistant on the surgical floor.

Most important, Marsha held on to the ideals she held since she was young: keeping family close and being a caregiver, a dream sparked by her mother's sudden death when Marsha was 12.

As an entry-level assistant, Marsha works the overnight shift—oftentimes 8 pm to 8 am—while her brother James stays with the kids. She has an hour-long commute, taking two different buses then walking a few blocks home.

Marsha is happy to be earning more in a job she enjoys. "Now I can pay my bills and take my kids out for pizza every once in a while," she says smiling. She tells her friends, "Don't give up, because life is too short. Get into something you like, but don't take a job you don't want because then everything is wrong."

Looking ahead, Marsha has a five-year plan. She is investing in her own future this summer when she starts a 14-week phlebotomy course, with some tuition assistance from Catholic Charities. She hopes to get daycare assistance from the Illinois Department of Human Services for Nyesha and enroll the boys in the park district's summer camp so she can study. Ultimately, Marsha dreams of becoming a radiologist, owning her own home and car, and saving for her children's college education. "Mario talks about being an attorney. Anthony really likes to draw and fix things. Right now, I just want Nyesha to learn to share and play."

re^{visioning}

STATE POLICIES & PROGRAMS

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Challenges We've Seen

DISINVESTMENTS IN EDUCATION AND TRAINING, AND THE ECONOMIC DOWNTURN CONTRIBUTED TO DEEP CHALLENGES IN ILLINOIS. NEARLY HALF OF STATE RESIDENTS EARN \$25,000 OR LESS. LITERACY RATES ARE SHOCKINGLY LOW WITH 44% OF ILLINOISANS READING AT MINIMAL OR BASIC LEVELS. THE UNEMPLOYMENT RATE OUTPACES THE NATIONAL AVERAGE. OF THE NEARLY \$800 MILLION IN FEDERAL AND STATE FUNDS TO DEVELOP ILLINOIS' WORKFORCE, LESS THAN \$200 MILLION IS SPENT ON SKILLS TRAINING.

BUT POLITICAL CHANGES ALSO BRING UNPRECEDENTED OPPORTUNITIES. A NEW GOVERNOR, NEW STATE ADMINISTRATORS AND A DEMOCRATIC MAJORITY IN THE GENERAL ASSEMBLY ARE SEEKING SOLUTIONS FOR WELFARE REFORM, WORKFORCE DEVELOPMENT AND ECONOMIC GROWTH WHILE RESOLVING THE STATE'S \$4.8 BILLION DEFICIT, THE LARGEST IN ILLINOIS' HISTORY.

Our Vision –

Expand skills training and work supports for a stronger workforce, stronger families and stronger communities

In the first critical weeks of the Governor's policy and budget planning, CJC shared the experiences of low-income job seekers and their service providers with gubernatorial transition team committees in which we participated, including:

- The Labor Committee;
- The Economic Development's subcommittee on workforce development;
- The Civil Rights' subcommittee on poverty; and
- The Social Services' subcommittee on welfare.

Meanwhile, the state budget crisis threatened critical services to state residents struggling with unemployment, healthcare and other issues. CJC supported the Emergency Campaign for a Fair Budget, a statewide coalition of nearly 200 organizations, to promote revenue-generating alternatives and to oppose cuts to programs.

Illinois welfare reform.

Under the previous administration, the Illinois Department of Human Services (IDHS) emphasized work-first strategies. By 1994, its caseload dropped 89% as welfare recipients found entry-level employment and were dropped from cash assistance for various reasons. CJC consistently voiced concern about the Department unnecessarily limiting recipients' access to the education and training that is essential to better jobs. This year, CJC refocused its energy on new state administrators rethinking Illinois' approach to welfare.

Together with a CJC ad-hoc committee, we offered administrators *Recommendations for a New Temporary Assistance for Needy Families Program in Illinois*. We used the brief to revive quarterly meetings with IDHS' new secretary who now is reviewing our recommendations and planning to include advocates and community groups in working teams. Moving forward, we will advocate that TANF become a tool for reducing poverty, not caseloads, by encouraging administrators to expand education and skills training funds.

Economic and workforce development.

This year, CJC assumed the leadership of State Agenda for Community Economic Development, a coalition we helped establish in 1997 with organizations interested in improving local economies by upgrading residents' skills. We informed the Governor during his campaign



about the Job Training and Economic Development program (JTED) that facilitates community-business partnerships that benefit training participants and businesses. Since then, the Governor voiced his commitment to job training and, in the midst of the state's budget crisis, maintained JTED funding. In addition, we:

- Worked with Illinois' Department of Commerce and Economic Opportunity (formerly the Department of Commerce and Community Affairs) to enhance JTED's program design.
- Provided feedback on the Department's new 21st Century Job Training Initiative through which the state will consolidate workforce programs.

With the leadership of Representative Larry McKeon, we convened experts from all sectors—community groups, businesses, government, labor and education—to testify before the Illinois House Labor Committee. There, they raised common issues they had seen through their work. We helped publish their collective testimony in *Subject Matter Hearings on Workforce Development* that McKeon, CJC and State Agenda used to inform decision-makers about using skills training to help strengthen Illinois' economic future. Not only did the Governor use the report to help frame the state's priorities, his Administration's initial work has reflected many of its themes.

CJC will continue its efforts to advance effective workforce-development initiatives by working with a diverse array of stakeholders—including such businesses as S&C Electric Company.

A Reality

For years, utility companies like Commonwealth Edison and other electric power providers have relied on S&C Electric Company's innovative and highly reliable products to deliver generated power. Since product quality is the mid-sized manufacturer's priority, they resolved to lead the employee training and development field, continually encouraging employees to exceed expectations and industry standards. S&C's com-



S&C's Chicago headquarters employs 1,700 people from 67 different countries, many of whom reside in Chicago's Rogers Park community that is also home to S&C's 45-acre industrial cam-



mitment to providing long-term value to their customers and continuity of employment to their diverse workforce is driven by the guiding principles that reflect the energy of the two young engineers—Edmund Schweitzer and Nicholas Conrad—who founded it in 1911.

pus. There, they design and manufacture electric power switching and protection systems destined for installations around the world.

As many manufacturers left the city and once-abundant training resources dwindled, S&C realized that if they didn't cultivate the next generation of

CJC LEADS STATE AGENDA TO IMPROVE LOCAL ECONOMIES BY UPGRADING RESIDENTS' SKILLS.

tradespersons, no one would. Today, the company trains, certifies and advances their staff utilizing more than 100 different competencies they developed in conjunction with their processes. They augment their training through partnerships with public schools, community-based organizations and community colleges, sharing best practices in education and skills training.

Ken Sok, a senior machinist, started at S&C eight years ago as an intern from nearby Senn Metropolitan Academy, a public school that maintains one of the city's five remaining metal-cutting technology programs. Ken has been intensively cross-trained and has completed several senior-level milestones within S&C's machinist training and certification program. He often gets tips from Al Wiskup, a 25-year S&C veteran, on the intricacies of their state-of-the-art equipment. Additionally, Ken has participated in training at the Jane Addams Resource Corporation, a CJC member whom S&C has partnered with since 1997.

With an eye to the future, S&C plans to continue supporting efforts to expand flexible and responsive training programs that strengthen the workforce and communities of which they are a part.

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Challenges We've Seen

RECESSION-DRIVEN FUNDING CUTS TOOK AN EARLY TOLL ON LOCAL EMPLOYMENT AND TRAINING PROVIDERS. BY OCTOBER, NEARLY 25 CJC MEMBERS HAD LOST \$2.5 MILLION FROM PRIVATE BUT MOSTLY PUBLIC SOURCES. AS A RESULT, THESE EMPLOYMENT AND TRAINING PROVIDERS CUT THEIR CLIENT SERVICE CAPACITY, LEAVING NEARLY 3,000 PEOPLE UN-SERVED. OTHERS ENDED PROGRAMS THAT HAD PREVIOUSLY SERVED 2,500 JOB SEEKERS.

SINCE THEN, THE CRISIS HAS GROWN. GOVERNMENT AGENCIES HAVE CUT MORE RESOURCES FROM EMPLOYMENT PROGRAMS, YET DEMANDED THE SAME PERFORMANCE. FOUNDATIONS HAVE LOST MORE IN THE STOCK MARKET AND HAVE REDUCED GRANTS. MORE AND MORE UNEMPLOYED RESIDENTS—INCLUDING 16,000 EX-OFFENDERS RELEASED TO FIVE CHICAGO ZIP CODES—HAVE SOUGHT HELP FINDING JOBS. QUICKLY, DEMAND BEGAN EXCEEDING CAPACITY. BUT COMMUNITY-BASED ORGANIZATIONS HAVE REMAINED COMMITTED TO QUALITY SERVICES THAT RESPOND TO CLIENT AND NEIGHBORHOOD NEEDS.

Our Vision – Strengthen local resources for stronger employment service delivery to people in poverty and their communities

Improving local Workforce Investment Act efforts.

CJC maintained frequent and candid conversations with WIA affiliates, and with key administrators at the Mayor's Office of Workforce Development (MOWD) this year. Seeing ongoing barriers to collaboration, we worked with the Illinois Caucus for Adolescent Health to design and implement a survey that identified opportunities to strengthen partnerships between MOWD and contractors—and among contractors—to improve services for WIA customers. We shared the results with MOWD and contractors, most of whom believed MOWD was improving WIA administration. They also saw opportunities for:

- Improving contract management;
- Reducing barriers to referring customers;
- Enhancing communication;
- Increasing sharing of best practices; and
- Strengthening training and technical assistance.

We will continue these quarterly surveys and regular meetings to help MOWD identify barriers to better service, to facilitate self-assessments among contractors and to inform our own work.

Expanding local skills training.

In Chicago, Tax Increment Financing (TIF) districts create incentives to develop blighted communities by generating tax revenue earmarked for further economic development within the district. This year, CJC helped shape the city's TIF Works proposal for advancing Chicago's workforce, and helped negotiate the multi-million-dollar skills training program with administrators and the City Council. Moving forward, we will monitor fund use by participating in MOWD's TIF Works Advisory Committee.

Promoting innovative program models.

We shared with our colleagues on the Chicago Workforce Board's Service Delivery Committee promising practices we identified in bridge programs. As a result, the Committee developed recommendations to expand services that integrate literacy and vocational training to move people with low literacy or without high school diplomas



into career-path jobs.

We also promoted transitional jobs programs. At our Winter Members Meeting, we convened 100 providers who heard from Chicago, New York City and St. Paul practitioners who prepare the hardest-to-employ for permanent jobs by combining on-the-job training, intensive case management, and diligent mentoring. CJC also encouraged legislators to fund this successful model through editorials published in the *Chicago Sun-Times* and the *Daily Southtown*.

Researching ex-offenders' employment barriers.

Illinois incarcerates more drug offenders than any other state in the nation. When released, most go home to Chicago's low-income communities where residents already struggle with high rates of poverty and unemployment. To explore policy options for reducing ex-offenders' barriers to employment, CJC:

- Co-sponsored a Chicago Urban League conference where we brought insights we gathered from employers on hiring people with criminal backgrounds.
- Created an ad-hoc committee focused on developing outreach strategies with the business community.



- Partnered with others engaged in local ex-offender advocacy to better coordinate our collective efforts.

We also convened the training subcommittee of the Ex-Offender Employability Committee for the Illinois Workforce Investment Board (IWIB) to explore strategies for training frontline staff who serve ex-offenders.

This work also informed our plan to focus our capacity building on professional development for local frontline staff. Reflecting the needs assessment of local staff we facilitated last year, we launched a training series that helped fill a void in workforce education and began to strengthen service delivery.

A Reality

Renee Joseph is a new job developer working with welfare recipients, ex-offenders, and others living on Chicago's south side where Community Assistance Programs, a CJC member organization, is based. She enjoys working directly with clients but sees major challenges: "The economy has changed. The cost of living is higher. We have a lot of people who don't have an education, but need a job." Seeing fewer job prospects for her clients, Renee and her CAPs colleagues were looking for new ideas.

They weren't alone. More than 200 frontline workforce development staff participated in CJC's training series—comprised of industry briefings in healthcare and manufactur-

"THE ECONOMY HAS CHANGED. THE COST OF LIVING IS HIGHER. WE HAVE A LOT OF PEOPLE WHO DON'T HAVE AN EDUCATION, BUT NEED A JOB."



ing, and two training conferences—that provided industry insights and promising practices in serving both job seekers and businesses.

During the training conferences, delivered with Working Ventures, participants had their choice of sessions that focused on issues ranging from serving ex-offenders to strengthening job retention. In two sessions on "Entry-Points to Ex-Offender Jobs," training participants heard presentations that shed light on clients' rap sheets and their transition from a prison culture to a culture of work. Realizing the pressure to make placements, the "Good Retention through Good Matches" session facilitated discussion and role-plays among participants who shared techniques for gathering insights into job seeker and employer needs.

Other training participants got direct feedback from employers. Andre Kellum, a job developer with the Illinois

Manufacturing Foundation, talked about the challenges of pitching employers—especially in a tight economy—with Steve Cole, a hiring manager from Baltimore-based Struever Brothers, Eccles, & Rouse LLC. Steve and Shannon Grund, a human resources consultant at Rush-Presbyterian-St. Luke's Medical Center, were among the faculty that presented the "Making A Good Business Impression" session.

Renee, Andre and other training participants reported that what they learned will help improve client service and strengthen their relationships with job seekers, businesses and each other. Moving forward, CJC hopes to continue its staff training programs and ultimately develop an institute that can offer ongoing educational and networking opportunities for Chicago's workforce development professionals.

The People Behind Our Vision

Our FY 03 Financial Outlook

FOUNDATIONS AND CORPORATIONS WILL PROVIDE 95 PERCENT OF OUR PROJECTED FISCAL YEAR 2003 INCOME OF \$668,000, A 5.4 PERCENT DECREASE (\$35,559) FROM FISCAL YEAR 2002. MEMBERSHIP DUES, EARNED INCOME AND INTEREST INCOME WILL ACCOUNT FOR THE REMAINING 5 PERCENT.

CJC'S PROJECTED EXPENSES ARE \$662,000, A 9 PERCENT (\$60,228) DECREASE FROM THE PREVIOUS YEAR, HAVING CUT EXPENSES PRIMARILY BY LEAVING TWO STAFF POSITIONS UNFILLED. SEVENTY-SIX PERCENT OF OUR EXPENSES WILL BE RELATED TO OUR WORK IN WELFARE REFORM AND WORKFORCE DEVELOPMENT, INCLUDING OUR CAPACITY BUILDING ACTIVITIES.

ADDITIONALLY, 18 PERCENT WILL BE ATTRIBUTABLE TO ADMINISTRATION DUE PRIMARILY TO OVERHAULING OUR ACCOUNTING AND BOOKKEEPING SYSTEMS, AND REWRITING OUR FINANCIAL POLICIES AND PROCEDURES MANUAL. THE REMAINING PORTION, 6 PERCENT, WILL BE ALLOCATED TO FUNDRAISING ACTIVITIES.

Our Vision – Effective public policy that results from diverse and broad community participation

Over the course of the year, CJC worked with its members, working group participants, and funders to develop and advance a community-driven vision for change.

Our Funders

Throughout our history, we have enjoyed close working relationships with the foundation community. We are grateful that, despite the year's economic challenges, the following corporations and foundations have shown their steadfast support:

- Alphawood Foundation (formerly WPWR TV Channel 50)
- Annie E. Casey Foundation
- Bank One
- Chicago Community Trust
- Chicago Tribune Charities, a fund of the Robert R. McCormick Tribune Foundation
- Field Foundation of Illinois
- John D. and Catherine T. MacArthur Foundation
- Joyce Foundation
- Lloyd A. Fry Foundation
- LaSalle Bank
- Local Initiatives Support Corporation
- Northern Trust Company
- Polk Bros. Foundation
- Rockefeller Foundation
- Sara Lee Foundation
- Woods Fund of Chicago

Our Members

Like other nonprofits, CJC had a close eye on funding and finances. We sincerely appreciate the financial and intellectual contributions of our members—100 community-based organizations, businesses and individuals—whose daily work reflects our mission.

Organizational Members

- Ada S. McKinley Community Services
- Albany Park Community Center, Inc.
- Alternative Schools Network Association House
- B.U.I.L.D., Inc.
- Behavioral Interventions, Inc.
- Bethel New Life/People Work
- CAEL
- Center for Labor & Community Research
- Central States SER
- Chicago Area Project
- Chicago Christian Industrial League
- Chicago Commons Employment & Training Center
- Chicago Interfaith Committee on Worker Issues
- Chicago Lighthouse For People Who Are Blind or Visually Impaired
- Chicago Women In Trades
- Chicagoland Chamber of Commerce

- Chinese American Service League
- City Colleges of Chicago
- Community Assistance Programs Corporation for Supportive Housing
- Dependable Nursing
- Elam Davies Social Service Center of Fourth Presbyterian Church
- Erie Neighborhood House
- Employment Resource Center of Chicago
- Goodwill Industries of Metropolitan Chicago
- Grand Boulevard Federation
- Greater North Pulaski Development Corporation
- Greater West Town Community Development Project
- Health & Disability Advocates
- Health Care Consortium of Illinois
- Heartland Alliance for Human Needs and Human Rights
- Howard Area Community Center/ Employment Resource Center
- Hull House Association/ Housing Resource Center
- Humboldt Park Economic Development Corporation
- ic stars
- IAM CARES
- Illinois Caucus for Adolescent Health
- Inspiration Café
- Instituto del Progreso Latino
- Jane Addams Resource Corporation
- Jewish Federation of Metropolitan Chicago
- Jobs For Youth/Chicago
- Lakefront SRO Corporation
- LEED Council, Inc.



- League of Women Voters of Chicago
- Local Initiatives Support Corporation
- National Center on Poverty Law
- Neighborhood Technology Resource Center
- New Moms, Inc.
- Nonprofit Financial Center
- North Lawndale Employment Network
- OAI, Inc.
- Operation ABLE
- Ounce of Prevention Fund/ Kids PEPP Division
- Paul Simon Job Corps Center
- Polish American Association
- PRAG/CURL Loyola University
- Project JOBS
- Project Match
- Protestants for the Common Good
- Pyramid Partnership, Inc.
- Safer Foundation
- Save-A-Lot Foods
- Southeast Chicago Development Commission

- Southwest Women Working Together
- St. Leonard's Ministries
- STRIVE/Chicago Employment Service
- Suburban Job Link Corporation
- The CARA Program
- The Employment Project
- The Enterprising Kitchen
- University of Illinois at Chicago/College of Urban Planning and Public Affairs
- Welfare to Work Partnership/ Business Resource Group
- Women Employed
- Women's Business Development Center
- Women's Self Employment Project
- Woodlawn Development Associates
- Work, Welfare & Families
- YMCA Alliance
- Youth Guidance
- Youth Service Project

Individual Members

- Evelyn Brodikin
- Sandi Brown
- Trish DeJean
- Mimi Gilpin
- Dr. Kirk Harris
- Henry Jackson
- Davis Jenkins
- Richard Kaye
- Paul Kleppner
- Marcia Liebrecht
- Deborah Minor Bennett
- Sandy O'Donnell
- Kathleen Petefish
- Sandra Watson-Smith
- Kapila Wewegama
- Marta White
- Betty Willhoite
- Kay Wilson

Our Working Group Participants

CJC convenes its members and other community-based organizations in monthly working groups to identify key public policy issues that impact service delivery to disadvantaged job seekers. We truly value the time they lend us in developing strategies to expand employment opportunities for Chicago's low-income residents.

- Dana Andrews, *Chicago Women in Trades*
- Sue Augustus, *Corporation for Supportive Housing*
- Keith Bailey, *City Colleges of Chicago*
- Meehan Bassett, *Safer Foundation*
- Nancy Bellew, *City Colleges of Chicago*
- Deborah Bennett, *Polk Bros. Foundation*
- Indre Biskis, *Industrial Council of Northwest Chicago*
- Nancy Brandt, *Protestants for the Common Good*
- Sharon Bush, *Women Employed*
- Ron Chandler, *Ada S. McKinley Services*

- LeKeeta Charley, *Chicago Christian Industrial League*
- Jerome Collins, *TASC, Inc.*
- Derrick Davis, *Lakefront SRO Corporation*
- Jerrold DeRon, *Ada S. McKinley Services*
- Diego Diaz, *Operation ABLE/Pilsen One Stop Career Center*
- * David Disabato, *Safer Foundation*
- Kathleen Dowling, *Jane Addams Resource Corporation*
- Ryan Eggert, *CANDO/State Agenda for Community Economic Development*
- Michael Elliot, *Roosevelt University*



- Anita Flores, *Jane Addams Resource Corporation*
- Patrick Fowler, *Day Care Action Council of Illinois*
- Marsie Frawley, *Health and Disability Advocates*
- David Fries, *IAM CARES*
- Betty Gibson, *Jane Addams Resource Corporation*
- Mimi Gilpin, *League of Women Voters*
- Margie Gonwa, *LEED Council, Inc.*
- Angelique Grandone, *ic stars*
- Joyce Grangent, *Corporation for Supportive Housing*
- Colette Grant, *STRIVE/Chicago Employment Service*
- Gina Guillemette, *Ounce of Prevention Fund/Kids PEPP Division*
- Angela Hahn, *Inspiration Café*
- Celeste Hall, *ic stars*
- Megan Handley, *Work, Welfare, and Families*
- Deborah Harrington, *Woods Fund of Chicago*
- Margaret Haywood, *Inspiration Café*
- Steve Heller, *Regional Manufacturing Training Collaborative*
- Maureen Hellwig, *Policy Research Action Group*
- Mary Himmelberger, *The Employment Project*
- Sidney Hollander, *Chicago Department of Human Services*
- Sheryl Holman, *Community Assistance Programs*
- * Lacinda Hummel, *Illinois Caucus for Adolescent Health*
- Lois Hummel
- Nancy Isaac, *Lakefront SRO Corporation*
- Russell Jackson, *St. Leonard's Ministries*
- Ray Jones, *Bethel New Life*
- Pamela Jones, *Heartland Alliance*
- Andre Kellum, *Illinois Manufacturing Foundation*
- Ricky Lam, *Chinese American Service League*
- Kathy Latek, *Heartland Alliance*
- Alona Lerman, *North Lawndale Employment Network*
- Marcia Liebrecht
- Reid Mackin, *West Humboldt Park Development Corporation*
- Tony Martin, *Centers for New Horizons*
- Maura McCauley, *Heartland Alliance*
- Gwen McCray, *Employment Resource Center*

- Carol McDermott, *Centers for New Horizons*
- Rachel McDonald, *Central States SER*
- Colleen McElroy, *Lakefront SRO Corporation*
- Lise McKean, *Center for Impact Research*



- Marcia Medema, *YMCA Alliance*
- Sherri Moses, *Illinois Department of Employment Security*
- Darren Nolen, *Shorebank Neighborhood Institute*
- Nicole Pace, *Work, Welfare, and Families*
- Wendy Pollack, *National Center on Poverty Law*
- Stefanie Porter, *Employment Resource Center*
- Alex Prentzas, *OAI, Inc.*
- Lupe Prieto, *The Workforce Alliance*
- Lowell Rice, *Greater North Pulaski Development Corporation*
- Terry Roseborough, *Roseborough & Associates*
- Phyllis Russell, *Work, Welfare, and Families*
- Sara Jo Ryan, *YMCA Alliance*
- Amy Rynell, *Heartland Alliance*
- Gail Scott, *YMCA Alliance*
- Torrey Section, *Hull House Association*
- Sara Seraj, *Women in Community Service*
- Luke Shaefer, *Work, Welfare, and Families*
- Wally Smith, *Management Association of Illinois*
- Lois Snyder, *League of Women Voters*
- * Shannon Stewart, *The Employment Project*
- * Laurel Taylor-Dudley, *Chicago Area Project*
- Betty Torrier, *The Employment Project*
- Stacy Travis, *New Moms, Inc.*
- Howard Wait, *Asian Human Services*
- Larry Wallace, *DESI/Northwest One Stop Career Center*
- Tom Wetzel, *North Lawndale Employment Network*
- Kapila Wewegama
- Betty Willhoite, *League of Women Voters*
- Barbara Williams, *The Inner Voice*
- Rod Wilson, *Kenwood Oakland Community Organization*
- Laurel Wimpffen, *IAM CARES*
- Jenny Wittner, *Women Employed*
- Meg Zimbeck, *Illinois Caucus for Adolescent Health*

* denotes working group chairs

Note: Although we take the utmost care in preparing these lists, a name may be omitted or misspelled. If you notice an error, please bring it to the attention of CJC staff. Thank you.

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