Career Pathways Targeted Populations (CPTP)
SuMmer Quarterly Meeting

Date: June 24, 2021

Time: 10-11:30 am

Co-Leaders: David Friedman, Mike Massie, Margi Schiemann, and Tom Wendorf

Members Present : Dean Dittmar, Mollie Dowling, Susan Flessner, David Friedman, Jon Furr, Louis Hamer, LaDonna Henson, Lisa Jones, Aime’e Julian, Mark Lohman, Pat Maher, Greg Martinez, Mike Massie, Kathy Mesinger, Margi Schiemann, Michelle Scott-Terven, Blanche Shoup, Rick Stubblefield, Nina Tangman, Whitney Thompson, Marie Trzupek Lynch, Tom Wendorf, Lois Wood

**Members Absent:** Dywaine Betts, Michelle Cerutti, Brian Durham, Jennifer Foster, Laura Furlong, Steve Gold, Marci Johnson, Todd Lowery, Alicia Martin, Cory Muldoon, Kathy Nicholson-Tosh, Angela Mason, Joe Seliga, Tyler Strom, Terry Wilkerson

Invited Guests: Jerry Baake, Katie Bata, Sarah Blalock, Shannon Hampton, Clayton Pryor, Terah Scott
Staff: Molly Cook

**Meeting Goals:**

1. Approve minutes from March 25, 2021.
2. Review the Career Planner Overview and Youth Career Pathways NOFO.
3. Discuss Healthcare Career Pathways from Advocate Aurora Health Care.
4. Provide an update on A Hire Calling – Re-entry Employment

**Next Steps:**

1. WIOA Wednesday Webinar focused on re-entry employment – August 18, 2021
2. Next CPTP Quarterly Meeting – September 30, 2021

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| Time | Item | Presenter |
| 10:00 am | Welcome/Roll Call |  Mr. David Friedman  |
| 10:05 am | Action Item: Approve minutes from March 25, 2021 MeetingSusan Flessner moved to approve the minutes and Tom Wendorf and seconded. The minutes were approved with no objections. |  Mr. David Friedman |
| 10:06 am | Youth Career Pathways NOFO Update This year 39 grant applications were received and 34 were reviewed.The grant provides funding for projects that address priorities identified in the WIOA Unified State Plan and incorporate the practices of the statewide adopted definition for a career pathway framework.Proposals must:* Serve youth with barriers
* Demonstrate that successful pilots will integrate workforce, education, and economic development to address barriers
* Projects will inform the development of sustainable career pathways for young people. Proposals should also demonstrate the effective implementation of WIOA.

DCEO provides $3-4 million in grant funding and the project cap is $500,000/project. Funding will support Career Pathways approaches, training, work-based learning, and employment in sectors in the Illinois Pathways initiatives and that align with the targeted sectors identified in the WIOA Regional Plans. Awards should be given in the next four weeks. The goal of these projects is to really focus on sustainability beyond seed funding.David Friedman asked how this will move forward in future years? Terah Scott said she anticipates funding being available in future years as well. Marie Trzupek-Lynch noted that her organization decided not to apply, and she would like to share feedback. Terah Scott put her email (Terah.Scott@illinois.gov) in the chat for comments.Mollie Dowling asked what the goal cost was per participants? Terah Scott said she understands that costs will vary based on geographic area and they are currently determining those numbers. Terah Scott encourages anyone who has suggestions or tips to share with her.  |  Ms. Terah Scott |
| 10:20 am | Career Planner OverviewA customer-centered career planner policy is in the works. One component will include digital literacy. The goal is also to solidify a career pathway approach, involving having conversations with customers about their goals and barriers and working to address those barriers.David Friedman asked how this would manifest itself – as a policy or checklist? Lisa Jones said it will be a combination of both. Often this is rolled out as a webinar. This time, though, it will be more of a robust professional development. Tom Wendorf asked if this would be available at the LWIA level? Lisa Jones said at this point it is very focused on Title I. However, an Illinois Workforce Academy is being created, which will help with additional training around coordinated intake.Blanche Shoupe noted that it is important that we’re sharing this information across all partners. In Blanche’s region there are at least two frontline staff trainings per year, and they would happy to be a pilot site. |  Ms. Lisa Jones |
| 10:28 am | CPTP PowerPoint Report ReviewMargi Schiemann reviewed the CPTP committee priorities, mission and activities that fall under each priority. The CPTP mission is to prepare Illinois workers for a career – not just their next job. We are a proud partner of the American Job Center.Quarterly Update* The last quarterly meeting was on March 25, 2021 with a focus on TD&L and opportunity youth.
* The Committee also hosted a May 26 WIOA Wednesday Webinar called “The Art and Science of Service Integration – Cultures that Facilitate Collaboration by IDRS and Local Workforce.”
* Members attended A Hire Calling, an event hosted by the Chicago-Cook Workforce Partnership, in April. A workgroup of the CPTP is hosting a WIOA Wednesday Webinar on August 18 focusing on re-entry employment

Margi Schiemann reviewed the CPTP Opportunities: Service Integration, Continuous Improvement, Career Pathway AwarenessRick Stubblefield provided an overview of the next CPTP meeting: September 30, 2021 in Metro East/East St. Louis with an in person and virtual option. Rick Stubblefield described that we will discuss health career pathways with local hospitals, BJC and HSHS. Both have cohorts that are taking individuals in entry level position and developing soft skills to lead to promotions and training. Apprenticeships are also prevalent throughout the local area. Potentially the event will be hosted at TerraSource. The local workforce is also working on DEI initiatives. Southwestern Illinois Community College has received a $7.5 million grant to build a manufacturing training facility. They will also discuss the advantages of working regionally at the next meeting. Rick Stubblefield has been worked with Local Workforce 22. Options for space for the meeting are at TerraSource, BJC Hospital, or Southwestern Illinois College. David Friedman noted that it will be important for us to include a virtual option at our meeting. |  Ms. Margi Schiemann   |
| 10:40 am | Introduce Healthcare FocusTom Wendorf noted the great work of collaboration between IWIB committees. The focus of the presentation will be on healthcare today as an economic driver in Illinois. Tom Wendorf introduced the speaker, Katie Bata. Katie is also a member of the IWIB Business Engagement Committee. |  Mr. Tom Wendorf |
| 10:45 am | Healthcare Career Pathway Perspectives and Virtual Tour: Advocate Aurora Health SystemKatie Bata introduced Clayton Pryor, Director, Team Member and Workforce Development professional.Clayton Pryor explained that Advocate Aurora received a grant from JP Morgan Chase to look at non-traditional workforce development talent pools with a focus on DEI. Jerry Baake, Manager of Workforce Development, also introduced himself.A video was shared to describe the workforce programs through Advocate Aurora Health to focus on career paths for employees who may face barriers. A link to the video is [here](https://jwp.io/s/zUvH7ceV).Clayton Pryor explained Midwest Workforce Opportunities: In Illinois, Black and White Unemployment Rate Separation is the third highest in the US. In Chicago, the poverty rate is 19.5% - #34 in the U.S.In Wisconsin, the Black and White Unemployment Separation Rate is the highest in the U.S. Milwaukee’s Poverty Rate is #10 in the U.S. The Workforce Development Life Cycle was described, which includes: Fundamental Skill Building, Awareness and Skill Refinement, Experience and Expanded Scope, Advanced Learning/Development, and Career Advancement.A goal of Advocate Aurora is for employees to be reflective of the communities in which they are located. Their program Outcomes are as follows:* Advance Illinois Workforce Initiative – 80% graduation rate
* 300 graduates from Navigate program
* 600+ hires and advancements across programs
* 30 hires from Diverse abilities.

 This leads to decreased recruitment costs, decreased turnover costs, decreased time to fill, and decreased OT/Temp Costs.Currently, they are creating: system-focused strategies, scalable models, strategic pipelines, cohesion between programs.QuestionsJon Furr asked about Medical Assistant Positions and pathways. He asked about the wages in that area and how living wage opportunities may come up?Jerry Baake explained that they offer paid training through Medical Assistant training.Pat Maher asked about hiring employees with disabilities. He asked if focusing on neurodiverse populations is organic or intentional? Jerry Baake noted that they saw high engagement and retention from employees with disabilities that were naturally hired in, and they used that as a model. Of the 30 individuals employed with disabilities, over 80% are still employed after four years. They are working to scale employing neurodiverse populations system wide.David Friedman explained that he has seen the same high engagement, low turnover with neurodiverse populations, and he suggested looking at Project SEARCH! | Ms. Katie BataMr. Jerry BaakeMr. Clayton Pryor |
| 11:10 am | A Hire Calling: Re-entry Employment UpdateThe Chicago-Cook Workforce Partnership applied to a Department of Justice grant to establish work around re-entry employment. They asked, “How do we increase access of re-entry employment to the business world?”The Partnership envisioned a program the was employer-centered, which is how A Hire Calling came to be on April 21, 2021. They partnered with the Chief Investment Officer at Fifth-Third Bank, Jeffery Korzenik, who is passionate about re-entry employment and wrote a book on the topic. He was the Master of Ceremonies, and a business person who could speak in a business language, rather than social services language. The employer panel was also a highlight with employers who have successfully participated in re-entry employment. Next steps are an innovation lab for employers to identify opportunities to engage folks with criminal backgrounds. A workgroup of the CPTP is looking to expand to a State-wide event and is hosting a WIOA Wednesday Webinar on Wednesday, August 18, which will be a smaller version of A Hire Calling. Mark Lohman, Greg Martinez, and Mike Massie are working on planning the webinar. | Mr. Greg Martinez |
| 11:21 am | Public CommentThere was no public comment.Mike Massie noted that it is Susan Flessner’s last meeting due to her retirement. | Mr. David Friedman |
| 11:23 am | AdjournmentMike Massie moved to adjourn the meeting and Margi Schiemann seconded. | Mr. David Friedman |