

IWIB CPTP QUARTERLY MEETING



ILLINOIS
WORKFORCE
INNOVATION
BOARD

Governor JB Pritzker
Sylvia Garcia, Co-Chair (IWIB)

**Co-Leaders: David Friedman, Kraig
Kistingner, Marci Johnson, Mark Lohman,
and Tom Wendorf**



December 1, 2022

Agenda

Kraig Kistingner

Time	Item	Presenter
10:00 am	Welcome and Roll Call	Molly Cook
10:05 am	Action Item: Approve minutes from September 29, 2022	Kraig Kistingner
10:07am	Review 2022 CPTP Quarterly Successes and Impact	Kraig Kistingner
10:30 am	CPTP Workgroup Updates <ul style="list-style-type: none">Disability WorkgroupOpportunity Youth WorkgroupReturning Citizens Workgroup	David Friedman Marci Johnson Mark Lohman
11:00am	Discussion: <ul style="list-style-type: none">What has worked well with the CPTP?What are areas for growth?	All
11:15 am	Discuss CPTP in 2023	All
11:55am	Public Comment	Kraig Kistingner
12:00pm	Adjournment <ul style="list-style-type: none">Next meeting: Tentatively March 7, 10am-noon	Kraig Kistingner

How we work together

Kraig Kistinger

- Use “Person First” Language (ex: an individual with a disability, returning citizen, etc.)
- Assume positive intent
- Share the floor – there is space and time for all to speak
- Avoid jargon and explain acronyms
- Together we know a lot
- No such thing as a ‘silly’ question
- Respect lived experiences
- Anything else?

Roll Call

Molly Cook

- Names will be read of participants on this call for minutes.



Action Item: Approve September 29, 2022 Minutes

Kraig Kisting



Disability Workgroup

David Friedman

Charge:

Identify and provide strategies and recommendations for eliminating barriers to ongoing employment for individuals with disabilities.

Priorities:

Service integration: Highlight opportunities for funding, collaboration among agencies, best practice business models, referrals, etc.

Career pathway awareness: Align focus and priorities around career pathways that support ongoing employment for individuals with disabilities

Continuous improvement: Identify opportunities for ongoing improvements in collaborative efforts, awareness raising opportunities, and advocacy

Workgroup Members

David Friedman

Name	Organization
Friedman, David- Lead	AutonomyWorks
Brittany Boston	Illinois Center for Specialized Professional Support
Henson, LaDonna	State Rehabilitation Council (SRC)
Julian, Aime'e	Illinois Center for Specialized Professional Support, ISU
Erik Hanson	IDRS
Dan Kuehnert	Land of Lincoln Legal Aid
Kitner, Lori	IDRS
Kistingner, Kraig	National Tube Supply
Maher, Pat	SPR
Massie, Mike	Massie & Quick, LLC
Phuyal, Biswa	IDRS
Scott-Terven, Michelle	Division of Rehabilitation Services
Velez Michele	IDRS
Wendorf, Tom	DuPage Impact LLC
Williams, Jasmine	Chicago Cook Workforce Partnership

2022 Highlights

David Friedman



Disability Workgroup Solutions to Address

David Friedman

1. Employer and Job Readiness

- **Job design** – Roles and job responsibilities designed for people with disabilities
- **Awareness and engagement** – Openness and preparation of the non-disabled employees
- **Skills and training** – Customized training and onboarding support to build long term success
- **Support delivery** – Natural and customized support within the workplace

2. Physical Barriers

- **Transportation** – Approaches and resources that enable the candidate to travel to the facility at the times required by the job
- **Workplace Design** – Layout and structure of the facility to ensure that it is accessible and functional
- **Accommodations** – Modifications to work processes and tools to maximize success of the candidate

3. Long-term Success

- **Business models** – Collaborative models that provide funding to support sustained employment
- **Awareness** – Approaches that inform individuals with disabilities about job opportunities

Recap of Workforce Webinar – October 12, 2022

David Friedman

Title

Tips & Tools for Community Based Organizations for Supporting Employers in Hiring Individuals with Disabilities

Purpose

- To learn about resources and success stories available from the DRS Business Services team and Community Based Organizations to support employers hiring individuals with disabilities
- To consider best practices and models of support at the local level to support employers in hiring individuals with disabilities

Description

In honor of National Disability Employment Awareness Month, the IWIB CPTP Disability Workgroup will be hosting a webinar focused on resources available to employers hiring individuals with disabilities and best practices. The Department of Rehabilitative Services (DRS) Workforce Development unit, along with Community Based Organizations will share resources and models they use to support local and statewide employers in hiring individuals with disabilities. The session will include resource sharing, discussion about collaboration, and a Q&A panel.

Speakers

- Marcus Deamer, DRS Workforce Development Unit
- LaDonna Henson, Evaluation and Developmental Center @ SIU
- Garret Rosiek, Essendant

Metrics and Feedback

David Friedman

Participants

Suggestions for
Future Webinars
From Participants

- Success stories for employers
- Examples of Job Accommodations

Workplan

David Friedman

Meeting Schedule	Meeting Purpose
Meeting 1 March 10, 2022	Review past CPTP work, consider models of disability and workplan
Meeting 2 June 2022	Discuss and prioritize barriers and career pathways, review workplan, identify additional Workgroup members
Meeting 3 July 2022	Career pathways overview, Plan for October 2022 webinar
Meeting 4 August 2022	Plan for October 2022 webinar
CPTP Quarterly Meeting September 2022	Provide update
Workforce Wednesday Webinar October 2022	Tips & Tools for Community Based Organizations for Supporting Employers in Hiring Individuals with Disabilities
Meeting 5 December 2022	Review webinar, plan for upcoming webinar in January 2023; identify disability-oriented topic and location for CPTP 2023 meetings
Winter 2023	Workforce Wednesday Webinar: Employer Focused

Looking Ahead to 2023

David Friedman

- Host a CPTP Quarterly Meeting
- Host a Workforce Wednesday Webinar in Winter 2023 that is employer-focused
- Continue addressing solutions to barriers
- Create detailed 2023 workplan in Winter 2023



Opportunity Youth Workgroup

Marci Johnson

Charge:

Identify and provide strategies, recommendations, and best practices to increase and expand access to career pathways and career opportunities for youth.

Priorities:

- *Service integration:* Highlight opportunities for funding, increase collaboration among agencies, the business sector, and the education system.
- *Career pathway awareness:* Align focus and priorities around career pathways that are high skill, high wage in-demand occupations for youth. Highlighting best practices and increase knowledge of career pathways.
- *Continuous improvement:* Improving access and delivery for all youth, including special population youth. Enhance efficient communication among stakeholders.



Workgroup Members

Marci Johnson



2022 Highlights

Marci Johnson



Barriers to Address

Marci Johnson



Workplan

Marci Johnson



Looking Ahead to 2023

Marci Johnson

Returning Citizens Workgroup

Mark Lohman

Charge:

Create strategies and identify best practices for employment and training of individuals in custody pre-release and returning citizens post-release, with strong business engagement and coordination of government and not-for-profit agencies.

Priorities:

- *Service integration*: Highlight opportunities for funding, increase collaboration among agencies, the business sector, and the education system.
- *Career pathway awareness*: Align focus and priorities around career pathways that are high skill, high wage in-demand occupations for returning citizens. Highlighting best practices and increase knowledge of career pathways.
- *Continuous improvement*: Improving access and delivery for all returning citizens. Enhance efficient communication among stakeholders.

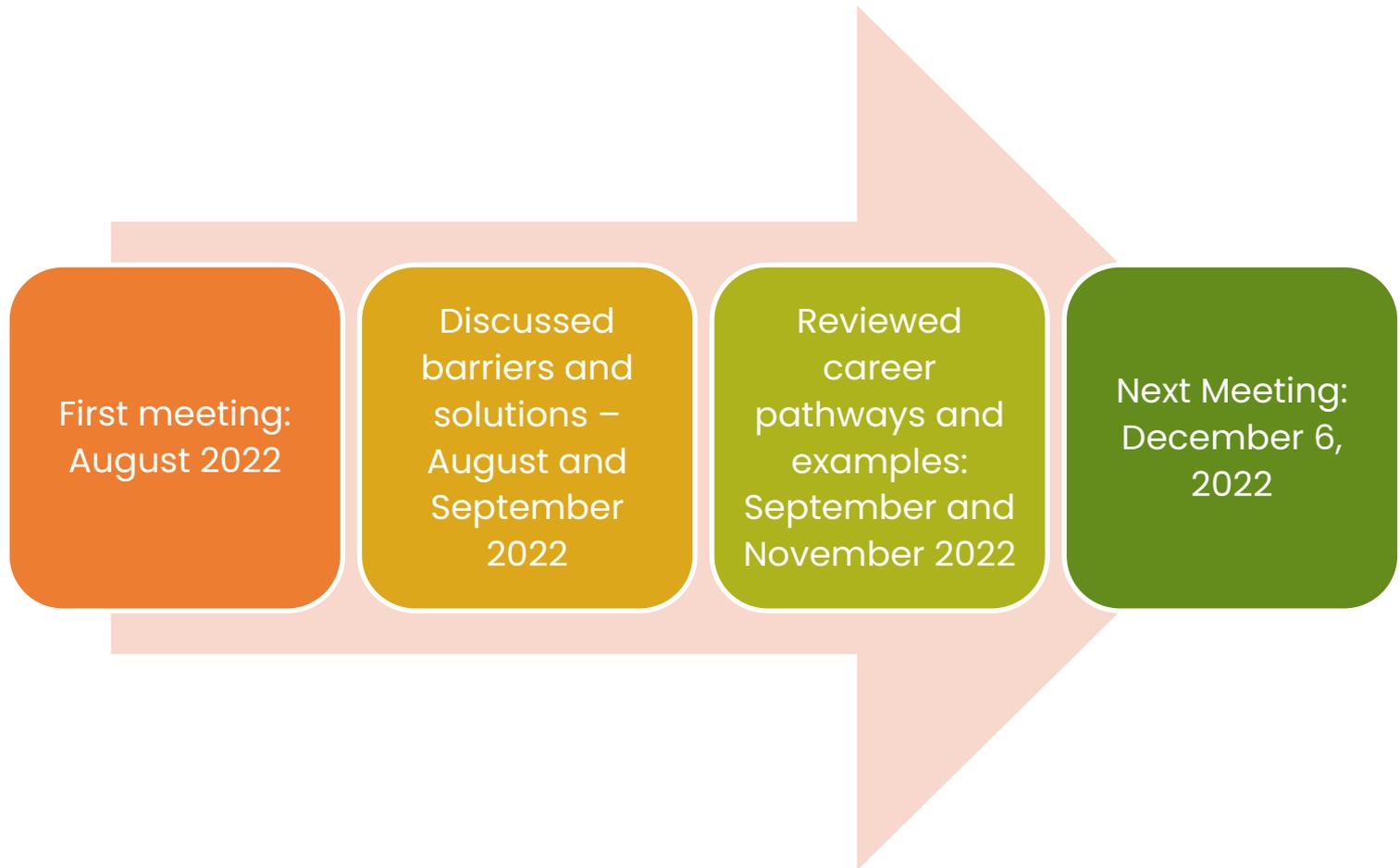
Workgroup Members

Mark Lohman

Name	Organization & Title
Mark Lohman, Chair	Workforce Development Board of Rock Island, Henry and Mercer Counties, Not-For-Profit Corporation (WDB), American Job Center ®
Ben Endress	Midwest Trailer Manufacturing
Kylin Fisher	Chicago Workforce Funders Alliance
Antoinette Golden	IDES
Kraig Kistingner	National Tube Supply
Jennifer Harris	Lake County Workforce Development
Jeff Horvath	PLZ Aeroscience
Dan Kuehnert	Land of Lincoln Legal Aid
Pete Leonard	I Have a Bean
Mike Massie	Massie & Quick, LLC
LaMonica Pruitt	DCEO-OET
Jennifer Parrack	IDOC
Jasmine Williams	Chicago Cook Workforce Partnership

2022 Highlights

Mark Lohman



Barriers Noted To Date

(Final List Determine in December)

Mark Lohman

- Negative Stigma, Fear, A lack of understanding of working with Returning Citizens
- Legal Barriers
- Partnerships with Employers and Candidates
 - Housing & Healthcare and Transportation
- Integration of policy
- Lack of digital literacy
- Social connections post-release

Solutions to Address Barriers (Final List Determine in December)

Mark Lohman

- Resources for employers to create value proposition and job entry
- Include a committee member with lived experience
- Resources for employers
- Digital Literacy
- Resources for educators

Looking Ahead to 2023

Mark Lohman

- Host a CPTP Quarterly Meeting
- Add a member with live experience
- Continue addressing solutions to barriers
- Create detailed 2023 workplan in December 2023





Discussion (15 min)

- . What has worked well with the CPTP?
- . What are areas for growth?

Review Charge & Priorities

Committee Charges

Charge 1: Create opportunities for job seekers within specified targeted populations of all ages and abilities, understanding that creating equitable access to career pathways for target populations creates a more robust workforce system. Our goal is to enhance career awareness, career skills, career retention and life skills through experiences with education and training, work-based learning and essential skills leading to in demand, high wage occupations for target populations.

Through education and training and work-based learning, our goal is to enhance occupational skills, career awareness and job retention in in-demand, high-wage careers for target populations.

Charge 2: Serves as the intersection between job seekers, businesses, the education system, local workforce agencies, community-based organizations, and other interested stakeholders.

Committee Priorities:





Pre-Meeting Survey

Q&A

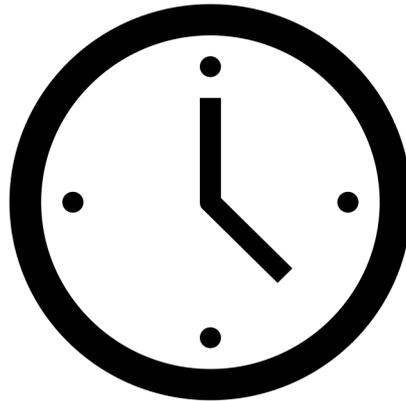
- Open to participants
- Additional questions:
 - What resources are available for hiring returning citizens?
 - How do you work with co-workers who are resistant to hiring returning citizens?



Public Comment

Kraig Kistinger

Five Minutes are reserved at the end of each meeting for public comment.



Adjournment

Kraig Kistingner

- Next Committee meeting:
December 1, 2022, 10am-noon
***focus on annual report/updates**

