

Registration Notice

Kraig Kisting

Due to a recent incident at an open meeting with a member of the public, all IWIB subsidiary committees/workgroups will now require a minimum registration: name and email. This is to keep track of attendees' IP addresses should any illicit activity occur.

IWIB CAREER PATHWAYS FOR TARGETED POPULATIONS QUARTERLY MEETING



ILLINOIS
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Governor JB Pritzker

IWIB Co-Chairs:

**Kristin Richards and
Andrew Warrington**

CPTP Co-Leads:

**David Friedman, Kraig Kistingner,
Marci Johnson, and Mark Lohman**

August 22, 2024



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ILLINOIS WORKFORCE INNOVATION BOARD

**We provide businesses
with sustainable, no-
cost, low-cost strategies
to recruit, hire, train, and
retain a skilled workforce
needed to thrive.**

Welcome Roll Call

As your name is read,
acknowledge your attendance by saying “here”.
Quorum is fourteen members. Majority of quorum is
eight members.



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How We Work Together

Kraig Kistingner

- **Use “Person First” Language** (ex: an individual with a Disability, a Justice-Impacted Individual, etc.)
- **Assume positive intent**
- **Avoid jargon and explain acronyms**
- **Respect lived experiences**
- **If you do not want to be on camera,** use the chat
- **Please wait until the floor is opened for discussion,** raise your hand, or put comments in the chat
- **Share the floor**

Time-Check

Antonio Gomez

To keep us on time, Antonio Gomez will virtually raise his hand when speakers have one minute left in their time slot.



Leadership is free to veto that time-check in the chat

Agenda

Kraig Kistingner

Time	Item	Guide or Presenter
12:30pm	Welcome and Roll Call	Kraig Kistingner
12:35pm	Action Item: Approve minutes from May 23, 2024	Kraig Kistingner
12:37pm	CPTP Workgroup Updates <ul style="list-style-type: none">• Opportunity Youth Workgroup• Disability Workgroup• Justice-Impacted Employment Workgroup	David Friedman Kraig Kistingner Marci Johnson Mark Lohman
12:52pm	Introduction to Speakers and Topics	Elizabeth Yotter
12:55pm	IDOC Re-Entry Services Program Overview	Jennifer Parrack
1:15pm	IDOC: Discussion	All

Agenda

Kraig Kistingner

Time	Item	Guide or Presenter
1:25pm	Project RESTORE and RENEW: Program Overview	Julie Pangrac
1:45pm	Richland Community College: Justice-Impacted Resources Overview – Apprenticeship, and Skilled Trades Programs	William Ditty
2:05pm	Richland Community College and Project RESTORE and RENEW: Discussion	All
2:25pm	Public Comment	Kraig Kistingner
2:30pm	Adjournment	Kraig Kistingner

Approval of Minutes

Kraig Kistingner

- ✓ Can we get a motion to approve the *May 23,2024, Quarterly Meeting Minutes*?
- ✓ A second
- ✓ All in favor signify by saying “aye”
- ✓ All opposed same sign

CPTP Charges

Kraig Kistingner

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 targeted 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 targeted populations.**

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

CPTP Priorities

Kraig Kistingner

- **Continuous Improvement:** Linking the IWIB and the Local Workforce system to impact and improve the lives of Illinois citizens particularly those that are identified as WIOA-targeted populations, recognizing the equity implications of this work.
- **Service Integration:** Integration and comprehensive involvement of all partners, including the four core partners, business sector, secondary and postsecondary education, workforce labor, legislative, and local implementation partners. There is a need for a holistic approach for targeted populations.
- **Collaboration:** Act as a resource regarding career pathways for targeted populations across the state, and in partnership with the committees and task forces of the IWIB. Participate in grant Notice of Funding Opportunities (NOFO) as relevant.
- **Support Career Pathways Development for Targeted Populations:** Our three workgroups, the Justice-Impacted Employment Workgroup, Disability Workgroup, and Opportunity Youth Workgroup work to advance career pathway opportunities for targeted populations.

CPTP Workgroups

Kraig Kistinger



Disability Workgroup

2024 Plans

David Friedman

- ❑ Expanding reach to employers – ideas include presenting at employer conferences and connecting with employer groups
 - ✓ Dave Friedman and Kraig Kisting presented “A Toolkit for Hiring Individuals with Disabilities” at the 2024 Society for Human Resource Management (SHRM) Annual Conference and Expo
 - ✓ Charges and priorities amended to include business engagement tools

- ❑ Create accessibility guidelines for meeting planning, communication, materials, presentations, etc.
 - ✓ 8-page Meeting Accessibility Guide drafted and being reviewed by the State Rehabilitation Council for feedback
 - ✓ Discussion to follow on how to widen the reach beyond IWIB

Disability Workgroup

2024 Plans

David Friedman

- ❑ Gain a greater understanding and awareness of promoting multiple career pathways
 - ✓ Lori Kitner, DRS, presented on the Job Accommodation Network (JAN) website. The JAN website was added as a resource to the Illinois Career Pathways Resource Guide (ICPRG)
 - ✓ Disability Resources added to the ICPRG

- ❑ Add members with lived experience
 - ✓ Continual work

Opportunity Youth Workgroup Update

Marci Johnson

- ❑ Publish Resources on Illinois Workforce Academy
 - Market Career Awareness Resources to the Business Community and Organizations working within the Opportunity Youth Population
 - ✓ Word document version of the Illinois Career Pathways Resource Guide (ICPRG) is being reviewed by core partners for feedback
 - ✓ An unlisted version of the website will be available for review by the CPTP
 - ✓ ICPRG will be hosted on Illinois workNet
- ❑ Guiding Lens
 - Better understand the workgroup's guiding lenses: Equity and Trauma-Informed.
 - Determine how each lens will shape the workgroup's work and deliverables.
 - ✓ A "Workforce Mental Health" tab has been added to the ICPRG
 - ✓ We will continue to gather resources

Opportunity Youth Workgroup Update

Marci Johnson

Focus Barrier: Transportation

- Gain a better understanding of guidelines and stipulations surrounding youth's access to transportation.
- Seek to understand how to improve access to driver's education training.
- ✓ Elizabeth Gonzalez presented a program overview of the Pace Suburban Bus program
- ✓ Laura Monteagudo presented two EdSystems reports on youth transportation barriers
- ✓ A "Transportation" tab was added to the ICPRG

Explore resources, partners, and options to include person(s) with lived experience in the workgroup

- ✓ Work to follow

Justice-Impacted Workgroup Update

Mark Lohman

- ❑ Host a webinar in mid 2024 for employers committed to hiring justice-impacted individuals
 - Create “why” messaging for webinar outreach
 - ✓ Smaller task group created to facilitate an employer-lead webinar by late summer “Shifting the Mindset: Policy and Culture Review from Those Who Understand Fair Chance Hiring”; questions for a second webinar selected
 - ✓ Five panelists selected:
 - Justin Knapp – Career Planner, McHenry County Workforce Network
 - Kraig Kistingner – Director of Human Resources, National Tube Supply Co.
 - Carlos S. Arévalo – Employment Attorney, KTJ Law
 - Wendell Robinson – Executive Director, Future Leaders Apprenticeship Program, Restore Justice Illinois
 - Eric Anderson – Future Leaders Apprentice, Restore Justice Illinois

Justice-Impacted Workgroup Update

Mark Lohman

- Continue compiling a contact list of employers who are currently or committed to hiring justice-impacted individuals
 - ✓ In-Progress
- Review the webinar results, with the potential of hosting a series of webinars answering employer questions
 - ✓ Pending



Introduction to Speakers and Topics

Elizabeth Yotter

Jennifer Parrack

Illinois Department of Corrections
Chief of Programs and Support

Julie Pangrac

Project Read Plus
Director

William Ditty

Office of Workforce Development, Richland CC
Skilled Trades Coordinator

IDOC: Re-Entry Services

Jennifer Parrack



Jennifer Parrack

Chief of Programs and Support

IL Dept. of Corrections (IDOC)

Re-Entry Services Program Overview

IDOC: Questions?

Jennifer Parrack



Jennifer Parrack

Chief of Programs and Support
IL Dept. of Corrections (IDOC)
Re-Entry Services Program Overview

Project RESTORE and RENEW

Julie Pangrac



Julie Pangrac

projectreadplus@richland.edu

Director of Project Read Plus

Project RESTORE and RENEW: Program Overview

[Visit Website](#)

Richland Community College

William Ditty



Richland
COMMUNITY COLLEGE

William Ditty

wwditty@richland.edu

Skilled Trades Coordinator

Office of Workforce Development, Richland CC

[Visit Website](#)

Group Discussion: Guided Discussion Questions for Speakers

- ✓ Can you talk to us about some of the supports you have provided to justice-impacted individuals (individuals who have had legal involvement) within your programs? (i.e. Ongoing court dates, probation or parole stipulations, etc.)
 - ✓ When addressing these barriers, do you feel your clientele is receptive to additional services you provide?
- ✓ What transitional services or community partnerships do your programs utilize to ensure justice-impacted individuals have appropriate wrap-around care?
 - ✓ Do you find these partnerships beneficial to the clientele?

Group Discussion: Guided Discussion Questions for Speakers

- ✓ Do you have a process to encourage self-disclosure of justice-impacted clientele to better support them? (i.e. Do you have an assessment process for intake, referral process to/from other community-based organizations, etc.)
 - ✓ If you're aware of legal involvement, do you find justice-impacted individuals self-disclose barriers to success more often than other students, especially when discussing employment?

Group Discussion: Guided Discussion Questions for Speakers

- ✓ Do your programs provide support to justice-impacted individuals when identifying employment opportunities? (i.e. Job readiness classes, coaching, stipends, etc.)
 - ✓ If yes, what is the process?
 - ✓ If not, would you be open to further collaborations with employers, and/or have you found employers hesitant to hire justice-impacted individuals within the community after making a connection?

Group Discussion: Guided Discussion Questions for Speakers

- ✓ What employers within your service area have been most receptive to hiring justice-impacted individuals?
 - ✓ Do you and/or anyone on your team keep ongoing conversations with employers about your clientele and their success or challenges within employment?
- ✓ Have you experienced any hurdles in serving justice-impacted individuals through policy changes at the local or state level?
- ✓ Do you have data depicting the success or failure of justice-impacted individuals within employment after you've worked with them?
- ✓ Do you have data depicting the types of employment justice-impacted individuals are transitioned to?

Questions?

All



Julie Pangrac

projectreadplus@richland.edu

Director of Project Read Plus

Project RESTORE and RENEW:

Program Overview

[Visit Website](#)



Richland
COMMUNITY COLLEGE

William Ditty

wwditty@richland.edu

Skilled Trades Coordinator

Office of Workforce

Development, Richland CC

[Visit Website](#)

CPTP WELCOMES PUBLIC COMMENT

Five Minutes are reserved
at the end of each
meeting for public
comment. Any members
of the public in
attendance are welcome
to comment.

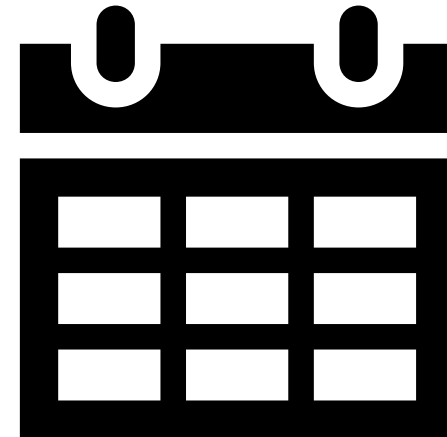


NEXT MEETING INFORMATION

Kraig Kistingner

IWIB Career Pathways for Targeted Populations Winter Quarterly Meeting

- Thursday, December 5, 12:30-2:30 PM
- Virtual Meeting
- CPTP Annual Review



ADJOURNMENT

- ✓ Can we get a motion to adjourn the meeting
- ✓ A second
- ✓ All those in favor say “aye”.



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