Career Pathways Targeted Populations (CPTP)  
Summer Quarterly Meeting

Date: June 30, 2022

Time: 10:00am – 12:00pm

Co-Leaders: David Friedman, Kraig Kistinger, and Tom Wendorf

Members Present: Mollie Dowling, David Friedman, Laura Gergely, Dena Giacometti, LaDonna Henson, Marci Johnson, Kraig Kistinger, Mark Lohman, Pat Maher, Mike Massie, Curt Oldfield, Blanche Shoup, Nina Tangman, Tom Wendorf, Lois Wood

**Members Absent:** Susette Crenshaw, Dean Dittmar, Jennifer Foster, Jon Furr, Steve Gold, Jeff Horvath, Aime’e Julian, Dan Kuehnert, Todd Lowery, Kathy Mesinger, Kathy Nicholson-Tosh, Michelle Scott-Terven, Joe Seliga, Tyler Strom, Rick Stubblefield, Whitney Thompson, Michelle Velez

Workgroup Support: Sarah Blalock, Molly Cook

**Presenter Guests:** Michael Chiappetta, Shantenae Robinson, Manny Rodriguez,Daniel Serota

Meeting Goals:

1. Receive updates from the three CPTP workgroups
2. Learn about the Chicago Apprenticeship Network
3. Discuss career pathways and opportunities for youth in apprenticeships



| Time | Item | Presenter |
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| 10:00 am | Welcome/Roll Call  Kraig Kistinger welcomes the group.  Kraig Kistinger reminded the group that you are able to unmute yourself during the meeting, so be mindful of your setting as some people are presenting.  Kraig Kistinger conducted the roll call verbally for only the members of the CPTP and asked for guests from other committees to introduce themselves in the chat. | Molly Cook |
| 10:05 am | Action Item: Approve minutes from March 31, 2022  Kraig Kistinger asked for a motion to approve the March 31, 2022 minutes. Tom Wendorf made a motion to approve the March 31, 2022 minutes and Mollie Dowling seconded the motion. There was not a quorum, though, so minutes will need to be re-approved at the next meeting. | Kraig Kistinger |
| 10:07 am | CPTP Workgroup Updates:  Kraig Kistinger gave an overview of the charge of the CPTP as bringing together the workforce ecosystem. The CPTP will have three workgroups, Disability, Opportunity Youth, and Returning Citizens Workgroups.   * **Disability Workgroup**   David Friedman stated that the focus of the Disability Workgroup is to identify the barriers to employment for adults with disabilities and to share success and best practices across the state. With a focus on service integration, career pathways; creating and highlighting suitable on-ramps that are suitable for people with disabilities throughout the state, and communication and education for continuous improvement.  The last meeting in June hosted Joshua Long, the principle from Southside Occupational Academy, to discuss their creation of transitional jobs for their students. Now the group will focus on prioritizing barriers. The group will host a webinar in October and focus on highlighting success within the agreed upon highest priority barriers.  The Disability Workgroup is Open to new members.   * **Returning Citizens Workgroup**   Marci Johnson introduced the Opportunity Youth Workgroup and read the charge and priorities:  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.   Marci Johnson stated that she is excited about the engagement of this group and the ties to secondary and post-secondary education. The group will be looking towards finding opportunities, looking at ways we can fund more opportunities for youth and creating awareness of high skill high demand in demand occupations. Communication and access will focus on how all students can, including special pops, access career pathways. The group will also look at data collected by ISBE to make decisions on which direction to proceed.  The group is in an infant stage and several people have been identified and have agreed to be a part of the group. The next meeting will focus on creating a workplan and will update the committee next meeting.  The Opportunity Youth Workgroup is still accepting members, if anyone would like to be in the group, please let Marci and Kraig know.   * **Returning Citizens Workgroup**   Mark Lohman introduced the Returning Citizen Workgroup and stated that the group is working on reorganizing post pandemic. The group has a priority on helping individuals in custody as well as returning citizens post release. Business engagement is very key. The group has been successful pre-pandemic, looping in businesses that hiring returning citizens. The group will focus on business engagement and business services. The group would like businesspeople to be involved. These businesspeople would include those who are already hiring and training returning citizens and cultivating involvement for those who are interested. Occupational training and work-based learning will also be a focus of the workgroup. There are people who are currently incarcerated who are having opportunity to obtain on-the-job training and work-based learning. The group is interested in career planning for those who are in custody.  The group is still recruiting and wants to expand the participation to make sure the group represents the entire state. The Illinois Department of Corrections and the Illinois Department of Commerce, Illinois Department of Employment Security and Vocational Rehabilitation of the Illinois Department of Human Services are all engaged. Community-based organizations, community colleges and other training providers are also engaged. This workgroup is recruiting. Please reach out to Mark Lohman at: [Mark.Lohman@AmericanJob.Center](mailto:Mark.Lohman@AmericanJob.Center) or Molly Cook at: [mcook12@ilstu.edu](mailto:mcook12@ilstu.edu).  The group is looking towards the last week of July or the first week of August for a first meeting.  Kraig Kistinger also noted that the next quarterly meeting will feature Kewanee Like Skills Reentry. The meeting will be available in person and virtually. Information will follow regarding that meeting.  Kraig Kistinger stated that the formal charges and priorities will be available to the entire group. Each group has used the same architecture of service integration, career pathways and continuous improvement to drive synergy throughout the workgroups. The groups will share best practices and overlap when applicable. All progress will be shared with the entire committee | David Friedman  Kraig Kistinger |
| 10:30 am | Introduction of Chicago Apprenticeship Network  Tom Wendorf introduced the Chicago Apprenticeship Network (CAN). Beginning in 2017, the CEOs of Zurich and Accenture were friends in the business sector in Chicago and began to discuss the problem of recruiting and retaining quality workers. Tom Wendorf stated they stumbled on one question, “Do all entry level positions at our companies require a 4-year degree?” The answer was probably not and that became the foundation of CAN.  CAN adopted the “work-based planning model” that the IWIB calls apprenticeships. They wanted to learn if mid-level jobs could be successfully filled based off the apprenticeship model.  This system helps the people entering the apprenticeships and the businesses employing them.  Michael Chiappetta is with Accenture and has been with Accenture with 20 years. His role in Accenture is focusing on explaining CAN’s footprint in Chicago in the technology, finance, digital, business, HR sectors.  Shay Robinson has been with AION since 2020 and helps grow CAN. She serves as a peer advisory on the Obama Foundation and coordinates communication for CAN.  Susana Hernandez-Torres is a working apprentice for AON she went to school at Harold Washington. | Tom Wendorf |
| 10:35am | Presentation by Chicago Apprenticeship Network  Michael Chiappetta stated talent is equally disturbed and opportunities are not. The CAN tries to help more equally distribute that opportunity throughout Chicago and the state. It started with 4 who were hired for 1 year with full benefits. All graduated and were hired and by 2022, the Accenture apprenticeship program had expanded to 250 apprentices from 7 city colleges. 90% of everyone that has gone through the program, 1 year program and enter into Accenture have a 94% retention rate.  Michael Chiappetta stated Accenture took the entry level role and split it into two for folks that do not have the means to have that 4-year degree, due to a lack of resources or time. This process created the middle skills job that is eroding in the job market. This strategy also balances social inequities- to not allow everyone the same opportunity.  Shay discussed that AON combines education and work experience. Apprentices are paid for full time jobs. Earn and learn allows apprentices to create connections and not accrue debt. AON apprentices receive all their benefits and works with a career counselor to create curriculum. After successful completion, apprentices are offered a fulltime role. To start you have a high school diploma and minimum age of 18.  Susana is a December 2018 program participant and is currently a senior analyst. She was in the first cohort at AON. Susana stared with AON because she needed an entryway to the corporate world. She wanted a job in finance. AON offered a 2-year program which included 40 hour combined work and school schedule. Participants would work 25 hours a week and then the rest of the hours were school hours. Participants were paid as a full-time worker as well. Before this opportunity, Susana worked fulltime and went to school fulltime- so she was very busy. Susana stared as an Operations Risk Specialist, reading over contracts, reviewing third party agreements. She was able to learn a lot about the company. She feels that was a great start. The cohort took classes and they helped each other and learned from each other. She was open to her managers and about wanting to finish studying and so she was able to keep working and to advance, received her bachelor’s degree in 2021. Her new role is looking at balance sheet and putting numbers together.  Michael Chiappetta encouraged businesses to open the recruiting pipeline and create the jobs and that is how more opportunities are created. It takes a lot to break the mold, of over recruiting just from top schools, but the talent will stay with the business. | Michael Chiappetta, Shantenae Robinson,Daniel Serota |
| 11:00am | Q&A  Kraig Kistinger asked, “Is this only for big companies?”  Michael Chiappetta stated that 80% of the total apprentices are at 10-12 companies, 60+/- are from small to midsize. Bring someone on and match them to roles and responsibilities. For recruiting there it is not a big change.  Some companies start with just one apprentice at a time. Adding, looking into grant opportunities is a great start as well. Michael Chiappetta added, subsidize pilots, try one or two and see how it works.  Michael Chiappetta stated, the more that we can get companies to understand a little bit of buzz for the apprentice programs and then connect them to CAN and Michael and Shay. Connecting the employer to community colleges and then getting decision makers on board.  Renita Goodwin asked, are managers involved? Michael Chiappetta stated managers are key to the success of the programs. If they are not involved in the process so they are given a responsibility they did not sign up for, the process does not work.  Tom Wendorf asked Michael/Shay do you work with City Colleges and other Community Colleges on curricula development to make sure the boxes you need are checked?  Michael Chiappetta stated, 100%- we work with city colleges to align the classes to the role that the apprentice will be going in.  Shay Robinson stated City Colleges match the role at AON; insurance roles and management roles and accounting and for Accenture the tech side at community colleges are strong. | All |
| 11:15am | Local and IWIB Apprenticeship Illinois Youth/Pre-Apprenticeship Perspective Presentation and Discussion  Manny Rodriguez stated that as part of the Apprenticeship Illinois Committee work, CAN was the perspective they looked at. How can we look at apprenticeship at a viable way to provide real opportunities for residents?  The apprenticeship model was based on four pillars: Youth, Pre-Apprenticeship, Registered Apprenticeship Programs and, Non-registered Registered Apprenticeships.  Intermediaries were formed as a system of network of building an apprenticeship. This is a person to walk through the process.  Manny Rodriguez stated after creating that system, Apprenticeship Illinois broke it up even further and was focused on increasing the pathways and access to those pathways. Accessibility, rigor, and quality wrap around services are so important to the process. The state needs supportive services to support pre-apprentices and youth in entering school and postplacement. | Manny Rodriguez |
| 11:30am | Discussion:   * How can we collaborate among our committees to promote apprenticeship and career pathway opportunities for youth?   Tony Fuhrman- Businesses are now realizing that everyone cannot look and think the same way. These groups need to sell diversity and an inclusive business culture. We need to support and change the mindset.  David Friedman stated peoples with disabilities need different onramps, has the pre-apprenticeship group planned to look into disability onramps?  Manny Rodriguez stated employer education is important, to take on people that they don’t typically take. It all comes back to wrap around support that have been done across the country.  Tom Wendorf stated we must meet people where they are at. We can’t start with a program and supportive services, but it starts with where people are at.  Kraig Kistinger stated we need to identify how to create those supportive services.   * Can the Chicago Apprenticeship Network model be replicated in other communities?   Michael Chiappetta emphasized meeting community colleges and community-based organizations where they are at. Meeting the existing infrastructure in markets- employers can’t do this all on their own. Civic engagement is very important as well - connect to existing entities and then connect to the job market.  Manny Rodriguez stated the Apprenticeship IL website is a great resource and encourages potential businesses to meet with navigators to help with that connection.  Marci Johnson stated she represents secondary education, and the common theme is communication. How do we help support the work at a state level and the group supporting and informing that work? Do navigators work with the school district? And if all three are not at the table, we’re missing out.  LaDonna Henson stated they are really excited about this - helping people with disabilities and other target populations; people who need more support. It is encouraging that the system is starting to come around and see that there are many viable people that just learn differently and there are a network of providers who can help with those wrap around services. The problem is the funding, not recognizing this is where we need to go in the future.  Paul Thompson- runs an employment social enterprise on opportunity youth ages 18-26 in challenged and distressed communities. We talk about wrap around and there is deeper need for trauma informed practices. It is so important to think about the mental health of people being employed, historically black and brown folks do not access mental health services.  Kraig Kistinger stated a lot of great conversation, how do we get this out to a larger network?  Tony Furhman stated there is a refurbished website, both youth and pre-apprenticeship and that is a great place for secondary to plug in. In addition, social media campaign and LinkedIn is available for Apprenticeship Illinois. Social media is developing success throughout the state. And creating a TikTok page understanding we need to get information out to people where they’re looking- how can we take that framework down south? Tony will be reaching out to Michael Chiappetta. | All | |
| 11:55am | Public Comment  No public comment was noted | Kraig Kistinger |
| 12:00pm | Adjournment   * Next meeting: September 29, 2022, 10am-noon | Kraig Kistinger |
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**Charges:**

Create opportunities for learners of all ages and ability with a focus on those individuals defined as targeted populations to enhance their career awareness, career skills, and life skills through experiences with the education and training, work-based learning and essential skills as enhanced by the Illinois Essential Employability Skills approach.

Serves as the intersection between job seekers, businesses, the education system, local workforce agencies, and other interested stakeholders.