

**Career Pathways for Targeted Populations Committee (CPTP)**

**Accomplishments, September – November 2023**

**Charge:**

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

**Priorities:**

* **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 target populations.
* **Collaboration:** Act as a resource regarding career pathways for target 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 Target Populations:** Our three workgroups, the Justice-Impacted Employment Workgroup, Disability Workgroup, and Opportunity Youth Workgroup work to advance career pathways opportunities for target populations.

**Leadership:**

* David Friedman [Disability Workgroup Chair and CPTP Co-Chair], Founder/CEO, AutonomyWorks, dave@emailautonomy.com, 312-953-1221
* Marci Johnson [Opportunity Youth Workgroup Co-Chair], Director of CTE and Innovation, State CTE Director, Illinois State Board of Education, marjohns@isbe.net,
* Kraig Kistinger [Opportunity Youth Workgroup Co-Chair and CPTP Co-Chair], Director of Human Resources, National Tube Supply, kkistinger@nationaltubesupply.com, 708-746-3015
* Mark Lohman [Justice-Impacted Employment Workgroup Chair], mark.lohman@lwia14.training, 563-209-7067

**Q4 Accomplishments and Progress Toward Workplan:**

The CPTP met on September 13, 2023, in Lake County, Illinois, for the quarterly meeting focusing on Justice-Impacted individuals. Fifty-three people attended the meeting. The day started with optional tours of the Job Center of Lake County and the Legacy Re-entry Foundation. The meeting featured workgroup updates, a presentation from the Lake County Workforce Development Board, a presentation from the Rotary Community Corps inside of the Kewanee Lifeskills Re-entry Center, including hearing from individuals with lived experience, and an update on the PROWD grant. Following the meeting, there was an opportunity to tour the College of Lake County Technology Campus and to have a networking dinner.

Meeting attendees completed a survey following the quarterly meeting to enhance continuous improvement. Perspectives from individuals with lived experience was highlighted as impactful, and participants suggested additional networking opportunities, which will be built into the September meeting.

The next quarterly meeting will be on Zoom on December 6 from 12:30-2:30 pm.

**Workgroups of the Committee**

**Disability Workgroup**

**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 Pathways 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 Timeline:**

The group plans to meet throughout 2024, emphasizing creating resources for employers looking to hire individuals with disabilities. The CPTP reviews the work of each workgroup annually and aligns workgroups with target population needs.

**Q4 Workgroup Accomplishments and Progress Toward Workplan**

* In October and November, the workgroup focused on planning for the upcoming year. They completed a brainstorming process on Jamboard to identify short-term and long-term goals for 2024, including creating resources for employers and adding members with lived experience.
* The 2024 workplan was finalized.
* In November, the workgroup meeting featured an update on the revisions to the career pathways dictionary as the workgroup looks to learn about various career pathways to incorporate in their work. This aligns with the workgroup’s priority of career pathways awareness.

**Opportunity Youth**

**Charge:**

* Using an equity and trauma-informed lens, identify and provide strategies, recommendations, and best practices to increase and expand youth access and support to career pathways, industry-recognized credentials, and career opportunities.

**Priorities:**

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

**Workgroup Timeline:** The group plans to meet throughout 2024, emphasizing creating and highlighting existing resources to help minimize barriers youth experience when entering or sustaining a career pathways. The CPTP reviews the work of each workgroup annually and aligns workgroups with target population needs.

**Q4 Workgroup Accomplishments and Progress Toward Workplan**

* In October and November, the workgroup focused on planning for the upcoming year. They completed a brainstorming process on Jamboard to identify revisions to the workgroup charge and priorities, including adding equity and trauma-informed lens to the group’s charge. Transportation was also agreed upon as the 2024 focus, and the group began to discuss resources and avenues to address this barrier.
* The workgroup is working to develop a website to put career awareness resources that they have identified. The workgroup has identified Illinois Workforce Academy as a central virtual repository to house 2023’s career awareness resources and future barrier-reducing resources. It will be a central location to access these resources; each state agency will be asked to add this link to its website.
* The 2024 workplan will be finalized in January 2024.

**Justice-Impacted Employment Workgroup**

**Charge:**

* Create strategies and identify best practices for fair chance employment and training of individuals who are justice-impacted, with strong business engagement and coordination of government and not-for-profit agencies.

**Priorities:**

* **Service integration:**Highlight opportunities for funding, that increase collaboration among agencies, the business sector, and the education system.
* **Career pathways awareness:**Align focus and priorities around career pathways that result in high-skill, high-wage, in-demand occupations for justice-impacted persons. Highlight best practices, such as Fair Chance employment, and increase knowledge of career pathways.
* **Continuous improvement:**Improve access and delivery for all persons who are justice-impacted. Enhance efficient communication among stakeholders.

**Workgroup Timeline:**

The group plans to meet throughout 2024, emphasizing creating resources for employers looking to hire individuals with disabilities. The CPTP reviews the work of each workgroup annually and aligns workgroups with target population needs.

**Q4 Workgroup Accomplishments and Progress Toward Workplan**

* The group focused their October and November meetings on planning for 2024. They are working toward an early-winter 2024 webinar for employers committed to hiring Justice-Impacted Individuals.
* The workgroup finalized its 2024 workplan.
* Representatives from the workgroup attended the Business Engagement Committee meeting to gain feedback from employers on topics of interest surrounding hiring Justice-Impacted individuals. This was intentional work toward the workgroup priority of service integration.