Career Pathways Targeted Populations (CPTP)
Quarterly Meeting

Date: March 17, 2023

Time: 9:30 am-11:30 am; optional tour to follow from noon-1pm at Bloomington Area Career Center

Co-Leaders: David Friedman, Kraig Kistinger, Mark Lohman, Marci Johnson

Members Present: Susette Crenshaw, David Friedman, Jennifer Everett, Thomas Brown (on behalf of Antionette Golden), Marci Johnson, Aime’e Julian, Kraig Kistinger, Mark Lohman, Todd Lowery, Pat Maher, Mike Massie, Nina Tangman, and Whitney Thompson

**Members Absent:** Dean Dittmar, Mollie Dowling, Jennifer Foster, Jon Furr, Antoinette Golden, Dena Giacometti, Steve Gold, LaDonna Henson, Dan Kuehnert, Curt Oldfield, Michelle Scott-Terven, Joe Seliga, Blanche Shoup, Tyler Strom, Michele Velez, Tom Wendorf, Rick Stubblefield, and Jasmine Williams

**Guests:** Tom Frazier, Chon’tavia Frazier, Matt Riehle, Kyle Stubblefield, David Taylor, Jennifer Waters, Lisa Johnson, Jennifer Harris, Sarah Cleveland, Cindy Layman, Louis Hamer, Monica Pruitt, Brandon Bax, Victoria Fazier, Mitch Dickey, David Taylor, Lisa Jones, and Jessica Mayhew
Committee Support: Sarah Blalock and Molly Cook

Meeting Goals:

1. Review CPTP Workgroup Work
2. Learn about Area Career Centers
3. Learn from panelists about the role of Area Career Centers

| Time | Item | Presenter |
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| 9:30 am | Welcome and Roll Call* Kraig Kistinger introduced the CPTP.

Each member online introduced themselves.Each member in-person introduced themselves. | Kraig Kistinger |
| 9:45 am | Action Item: Approve minutes from December 1, 2022.Kraig Kistinger asked for a Motion to Approve the December minutes as presented. David Friedman moved that the minutes be accepted. Mike Massie seconded the motion. Following a unanimous voice vote, the minutes from the December 1, 2022 were approved.  | Kraig Kistinger |
| 9:47 am | CPTP Workgroup UpdatesKraig Kistinger provided an overview of the the CPTP’s charges and priorities. Mr. Kistinger noted that the structure of these charges and priorities are echoed throughout each of the workgroups. Mr. Kistinger noted that the priorities of this group revolve around Continuous Improvement, Service Integration, Collaboration and Support Career Pathways. The meeting today will focus on collaboration.* Disability Workgroup

David Friedman discussed the disability workgroup’s charge and priorities. Mr. Friedman further noted the group places a particular focus on best practices throughout the state with a particular focus on solutions that have brought together businesses and the workforce system. The group has tried to identify barriers that get in the way of long-term employment for individuals with disabilities.Three categories of Disability Workgroup Solutions to Address from the group are:* Employer and job readiness
* Physical barriers
* Long-term success

Looking forward the Disability Workgroup will host a series of webinars:1. April 19: Cooperate Culture
2. May 17: Accommodations and Universal Design
3. July 26: Individualized Support

The Disability Workgroup will host the June CPTP Quarterly meeting that is tentatively scheduled for June 14, 2023, in Collinsville, Illinois. * Returning Citizens Workgroup

Mark Lohman introduced the charge and priorities of the Returning Citizens workgroup. Mr. Lohman highlighted service integration in the workforce system. Mr. Lohman noted the importance of highlighting the barriers within this population. Mr. Lohman noted that when he got into this population employment and living wage was important, that evolved into the understanding that housing and healthcare are also important. Mr. Lohman noted that the list of barriers presented is evolving. Mr. Lohman noted that although the solution slide indicates fewer solutions, it’s important to have business involvement. Mr. Lohman welcomes the ready to employ businesses as well as those who are ready to explore and learn; communication and awareness are key. Mr. Lohman noted that if you have not visited a correctional facility- contact him. Mr. Lohman noted the Returning Citizen Workgroup will host the September meeting that will also be a hybrid meeting in Lake County.Mr. Lohman also discussed the “Untapped Talent” series of workshops hosted by the Professional Development Committee of the IWIB.Contact Aime’e Julian: alafoll@ilstu.edu, Molly Cook: mcook12@ilstu.edu, or Sarah Blalock: smblalo@ilstu.edu for more information regarding the Untapped Talent webinar series. Mr. Lohman noted that this workgroup is also collaborating with the Illinois Reentry Council.* Opportunity Youth Workgroup

Marci Johnson introduced the Opportunity Youth Workgroup charge and priorities.Ms. Johnson echoed the inter-agency piece on how there can be more connection.Ms. Johnson noted the workgroup focuses on how to improve career pathway access for Opportunity Youth.Ms. Johnson then discussed the priority barriers for youth determined by the workgroup:* Transportation
* Lack of basic needs
* Lack of parental/responsible adult connection
* Lack of career awareness
* Lack of support for credentials

Marci Johnson then discussed potential solutions as decided by the workgroup:* Explore existing or create funding opportunities.
* Explore and create resources/models
* Engage outside partners

Top two-1. Career awareness
	1. Understand State resources
	2. Understand Business resources or what can be created
	3. Showcase best practices
2. Transportation
	1. Look at what is being done to support transportation for youth

Ms. Johnson noted that the end-goal is a repository so we can put all these resources in one place so that everyone knows where to go. | David FriedmanMark LohmanMarci Johnson |
| 10:05am | Introduction to Speakers and TopicsMarci Johnson introduced Tom Frazier who is the Director the of the Bloomington Area Career Center and briefly described how career centers interact with the school district and area businesses.   | Marci Johnson |
| 10:10 am | * Overview of Bloomington Area Career Center
* Partnership with Westminster Village
* Partnership with United Way of McLean County
* Student Perspectives

Tom Frazier noted that there are 24 Area Career Centers in Illinois. Some are stand-alone centers, and some are attached to high schools. Mr. Frazier noted they are funded through a variety of ways: tuition of member schools, Perkins funds, and state funds. Mr. Frazier noted four goals of the BACC:1. Career Exploration
2. Skill Training
3. Learn about Postsecondary Routes/Networking
4. Dual Credit & Certifications

Mr. Frazier explained that all the seniors go through mock interviews as a part of their BACC experience, further noting that BACC is working to meet local employment business needs. BACC has 15-16 programs. One. key thing that BACC aims to do is provide a unique experience that does not replicate what local high schools provide but compliment their school studies. *Question/Comments:**Kraig Kistinger: Using Agriculture as an example, is it true that area career centers vary their courses based on what is being offered in the schools?**Tom Frazier: Yes, each center customizes their programs based on their employers and student interests.* Mr. Frazier then discussed general enrollment statistics of BACC* 705 Students served on the main and satellite campus sites
* 17 area high schools’ students are served at BACC
* 452 Industry Recognized Certifications Earned 2012-2022
* Over $300,000 worth of community college dual credit 2021-2022
* Over 70% of graduates planned to pursue postsecondary training
* 84 new CNAs (Certified Nursing Assistants) last year

*Question/Comments:**David Friedman: When the students arrive at BACC do they know which area they would like to study?**Tom Frazier: A perceived interest is more accurate. The students have an interest and then come and sign up for a specific program.* *Mark Lohman: Of the 84 CNAs [noted in the presentation materials], do you know how many students go on to post-secondary education?* *Tom Frazier: No, that data is hard to track but anecdotally when Tom toured a local center he often runs into former students in many capacities. Mr. Frazier noted this happens often.* *Kraig Kistinger: He has a niece that has a CNA but is pivoting to physical therapy utilizing a career center in their area*. Mr. Frazier noted that the aim is to have students be career and college ready. Each student develops a resume and goes through a mock interview process. BACC tries to provide leadership, business, and community experiences. Mr. Frazier noted that BACC continually works to create new opportunities; Night workshops/weekend workshops, clean energy program; visiting wind towers, wind towers and Rivian (electric cars). Local colleges are involved in this this partnership. Labs and curriculum are challenging. Mr. Frazier noted that, for instance, the automotive program is always evolving so BACC focused on electric cars. Tom introduced Matt Riehle (president and CEO of Westminster village) and David Taylor (President and CEO of the United Way of McLean County). Both Mr. Riehle and Mr. Taylor partner with BACC.Mr. Frazier: Matt, why do you partner with BACC? What are the benefits?Mr. Riehle: If you follow population studies, the people in this country over the age of 65 will double by the year 2035 and we are not equipped to deal with that. Westminster Village is a 501(c) 3 non-profit with 300 team members and 400 residents. Collaborating with BACC is the right thing to do for the community, but those CNAs and nurses are a challenging topic for most organizations. Covid highlighted the need for healthcare workers and highlighted the benefits of area partnerships. Currently, Westminster has 29 team members from BACC with some moving onto furthering their education. CNA starting wage is now $21/hour. Westminster has tuition reimbursement programs for all the local schools. Westminster helps build a pathway for people working towards their certifications. From a business perspective, we have an obligation to the community to help people gain a career pathway. Businesses talk all the time about not having people who want to work, Mr. Riehle noted he does not believe that further stating he believes it’s the business community’s job to meet people where they’re at and BACC is part of that. Mr. Riehle noted that the people who come out of BACC are no different than other team members and are often more well-rounded. *Questions/Comments**Kraig Kistinger: When you are employing these high school individuals do you need to do anything special for insurance? Are their certain tasks those under 18 cannot do?**Matt Riehle: The only thing special that we have to do, people under 18 cannot operate a mechanical lift in a nursing home due to it being classified as machinery. They can act as a second person. That’s a small barrier to us.* *Kraig Kistinger: So, it seems, its pretty easy to work around those stipulations.**Matt Riehle: Yes, we find that bringing in a 16-year-old from the career center is often better than someone from the general public due to their training. The kids are coming with a leg up. How do we put people on the right pathways?**Todd Lowery: Is the employment need better or worse pre or post pandemic?* *Matt Riehle: We are non-virtual. We did not have an option to shut down during the pandemic. We haven’t used an outside person. Once people find their passion, we want to work with that person. People who want to work in healthcare want to be in-person, when people have that career background, they better understand the environment and culture.* *Todd: Have you created an internal feeder as you create those upward mobility programs?**Matt Riehle: 100% yes, and we don’t require those people to stay with us. We don’t want indentured servitude; we want people to thrive.* *Mitch Dickey: How much time does Westminster devote to staff mentorship time in the program?* *Matt Riehle: We have been really intentional about this. For too long, employers have been really unforgiving, we have to cultivate a group that has a connection to a mission. Half of the time is spent on mentorship. How do we keep people on their career path?**Tom Frazier: Covid provided a barrier for students to get their clinical hours and Westminster kept their doors open to students during that time.* Tom Frazier introduced David Taylor, the President, and CEO of United Way of McLean County.David Taylor discussed his background and how he approaches his work with a business mindset. The desire to enhance the workforce for employers in McLean County and to uplift at-risk youth in this county, binds Matt, David, and Tom all together. Mr. Taylor noted that McLean County has been noticing an “outflow” of youth with means in the area; these youth are going to universities out of state and then pursuing careers out of state as well. Mr. Taylor discussed a tool called ALICE that United Way uses. ALICE stands for: Asset Limited Income Constraint Employed and is used in 25-30 states and is managed by Rutgers University to better understand the “working poor.” 2010-2019, the numbers of households in poverty in McLean County increased 72%. Employers are always stating that they cannot find good employees, and the nonprofit organizations serving youth communicate that youth do not see that there is a pathway. Workforce 180, how to help young men and women better understand how to interact in a workplace; especially those who have traumatic backgrounds. Workforce 180 convenes and coordinates, funds, and mentorship to overcome barriers for at-risk youth to employment. Mr. Taylor works with Tom Frazier. The biggest worry for educators is that time right after graduation; Workforce 180 is designed to get upstream before they leave high school. Workforce 180 works with the youth after graduation, identifying career paths, educational opportunities, employment opportunities to ultimately to be finically solvent. Ultimately helping the community. The program has grown from three students to over 70, with substantial economic gains for their life and the community. Hollowing out the middle class means more community and state funds will be spent uplifting those in poverty. Mr. Frazier noted that United Way pays for tuitions, books, transportation, babysitters, mental health. Any barriers that keep these youth in paths of success. Heartland’s completion rate is 45%, those who with Workforce 180 is 81%. *Questions/Comments**Mike Massie: How were the initial participants of Workforce 180 identified and then what happens?**Mr. Taylor: Mr. Frazier and Mr. Riehle identify the participants and send them to Mr. Taylor. United Way will evaluate the person to see if they are at risk, according to a number or discussed factors.* *Mike Massie: So, Tom are you recruiting them?**Mr. Frazier: Yes, I talk to all the teachers and then also all of the students. If the student has concerns, Mr. Frazier send them to Mr. Taylor.**Kraig Kistinger: Is Workforce 180 specific to McLean County?**Mr. Taylor: Yes.**Kraig Kistinger: If so, how do you uplift this best practice throughout the rest of the state?**Mr. Taylor: United Ways throughout the country all operate uniquely. The funding of McLean County was reduced, so this United Way made a shift to focus on youth and families and are very hands on with this program. We’ve been pushing this to our peers, but they can choose to adopt this program.*Mr. Frazier then welcomed two students to share their experience:Chon’tavia Frazier, Senior Bloomington High School and Kyle Stubblefield, Senior, Ridgeview High School.Ms. Frazier: Introduced herself as a currently in the CNA courses, previously in Medical Terminology. The courses are for a year long, so she is able to bond with the other students and teachers throughout the course. BACC has prepared her for the real world. BACC has helped her in job interviews now and is able to be more professional. She is ready to graduate and will be attending Illinois Wesleyan.*Questions/Comments**Todd Lowery: Is your interest in staying in this area after you graduate?**Ms. Frazier: Yes, over the summer I plan to work at Westminster.**David Friedman: What’s the mix of classroom work versus going to site visits?**Ms. Frazier: For my CNA courses, we have clinicals every Monday and Thursday, and then rest of the week lecture, activities, and exams.**Mitch Dickey: What interested you in the medical field?**Ms. Frazier: Medical Terminology we had a lot of guest speakers and healthcare speakers, and I liked it.**Todd Lowery: As you mentioned, nursing has a lot of options. Have you thought about what area you would like to go into?**Ms. Frazier: Right now, I’m thinking pediatrics.* Kyla Stubblefield introduced himself as a senior at Ridgeview High School and is in the Trade and Manufacturing classes right now. His town is thirty minutes east of Bloomington, Ridgeview has a current graduating class of 40 students. Mr. Frazier pointed out that Ms. Frazier’s graduating class will have around 300 students. Mr. Stubblefield noted that this year of BACC has focused on building relationships with employers in the area, including the local unions. Mr. Stubblefield wants to be a lineman and his teachers have set up appointments with employers in this field. He has learned many areas in this field. Mr. Frazier also noted that Mr. Stubblefield aided in building Habitat for Humanity homes as a part of the curriculum. Mr. Stubblefield was accepted to a lineman training program in Tennessee. After completion, he will be accepted into an apprenticeship program.*Questions/Comments**Todd Lowery: Are you looking to return to this area?**Mr. Stubblefield: I’d like to come back to this area, yes.**Mitch Dickey: What made you want to go into this area?**Mr. Stubblefield: There was a person in his school in the grade above him that did this, and he has a family background in this.* *Mr. Frazier: It is different for us to recruit students depending on their high schools based on their travel time to the center.**David Friedman: Is this designed to be a multi-year program?* *Mr. Stubblefield: My program is designed to be a two-year programs. Ms. Frazier: I started my junior year as well.* *Mr. Frazier: Only certain courses take Sophomores; some kids will come for three years.* *David Friedman: Are they taking more than one class at a time?**Mr. Frazier: If students want to take more than one class, it’s mostly only seniors we allow that for.**Kraig Kistinger: Taking more than one class is a challenge. Would you say that the hands on experience is the best?**Ms. Frazier and Mr. Stubblefield: Yes.**Kraig Kistinger: As we go back to our communities, we need to tell our school systems that kids need hands on experience.* *Mike Massie: How did you all learn about BACC?**Ms. Frazier: Older students at my high school wearing scrubs.* *Mr. Frazier: Yes, word of mouth is the best promotion.* *Mike Massie: Do the schools help?**Mr. Frazier: Yes, guidance counselors are the biggest connectors.**Todd Lowery: The healthcare industry in Decatur united and sparked career awareness in grade school which has been beneficial.* *Mr. Frazier: The students are the biggest advertisers.* *Mitch Dickey: Do you have any career exploration activities for younger students?**Mr. Frazier: Yes, we have fifth graders touring BACC next week. Career expos and getting into the elementary schools.* *Marci Johnson: Tom, how many other business partners are involved with BACC?**Mr. Frazier: Off and on, over 100 easily and that’s my goal. A part of that is keeping the talent local.**Marci Johnson: Are there barriers for students to come in because of academic issues?**Mr. Frazier: Yes, if students are failing core classes, they may not have the time in their schedule. Marketing to younger kids so they know this is option. As far as monetary barriers, no. BACC will not allow that to occur.**Mitch Dickey: What are the capacity barriers?**Mr. Frazier: We started the year with over 700 students. We’ve expanded our programs to satellite sites. If we could find more teachers and physical space, we could serve about 50-60 more kids in welding alone. The board is actively looking for opportunities to expand. Fifteen years ago, we had 300-400 students, next year we are looking at 1100.**Jennifer Everette: Is the 705 students a typical number?**Mr. Frazier: The number has been growing. There has been change in view of career and tech education. We have tried to change that image, and more publicity and that has helped change that view and that has helped our numbers grow.* *David Friedman: After high school a lot of students with disabilities work with transition centers. Do you work with transition centers?**Mr. Frazier: No, we do have students who have had opportunities through DOORs or home high schools might offer opportunities like this.* Marci Johnson thanked Ms. Frazier and Mr. Stubblefield for their input.  | Tom Frazier, Bloomington Area Career CenterMatt Riehle, Westminster VillageDavid Taylor, United Way of McLean CountyChon’tavia Frazier, Senior, Bloomington High SchoolKyle Stubblefield, Senior, Ridgeview High School |
| 11:20 am | Service Integration Workgroup FeedbackThe Service Integration Workgroup is looking for feedback from the CPTP on one of their goals in the policy – the Career Pathway Goal.Kraig Kistinger introduced the task of the CPTP to provide feedback via a survey for the Service Integration policy. The survey will go out this next week.  | Kraig Kistinger |
| 11:25am | Public CommentKraig Kistinger noted that five minutes are reserved at the end of each meeting for public comment. No members of the public were noted.  | Kraig Kistinger |
| 11:30am | Adjournment* Next meeting: Tentatively June 14, 2023
* Optional Tour to Follow at Bloomington Area Career Center from noon-1pm

Kraig Kistinger reviewed the next meeting dates and times as well as the afternoon tours at the Bloomington Area Career Center. Molly Cook also noted that on each agenda, there is parking information for the BACC. Mr. Frazier noted that if you go to any of the main entrances, Tom will send student to come help you. Kraig thanked the attendees for their participation. Kraig Kistinger asked for a motion to adjourn the March CPTP Quarterly Meeting. Marci Johnson moved that meeting be adjourned and David Friedman seconded the motion. Following a unanimous voice vote, the March CPTP Quarterly meeting was adjourned. Bloomington Area Career Center is located on the Northeast side of Bloomington High School. Address: 1202 East Locust, BloomingtonIf you can navigate to the NORTH side of the building off of Empire Street, that would be preferable. Come in Door N6, our offices are just inside. If anyone comes in the SOUTH side (Bloomington High School Entrance)--ask for the BACC and we will have someone pick you up.  | Kraig Kistinger |