



Career Pathways for Targeted Populations Committee (CPTP) Committee Charter 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, 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 Kistingner [Opportunity Youth Workgroup Co-Chair, CPTP Co-Chair], Director of Human Resources, National Tube Supply, kkistingner@nationaltubesupply.com, 708-746-3015
- Mark Lohman [Justice-Impacted Employment Workgroup Chair], mark.lohman@lwia14.training, 563-209-7067

Membership:

| Name | Organization |
|--------------------|---|
| Cobb, Tabatha | Skills for Chicagoland's Future |
| Crenshaw, Susette | Associated Builders & Contractors, Inc. |
| Foster, Jennifer | Illinois Community College Board (ICCB) |
| Friedman, David | AutonomyWorks |
| Everett, Jennifer | Lake County Workforce Development |
| Giacometti, Dena | Illinois Community College Board (ICCB) |
| Golden, Antoinette | IDES |
| Hampton, Shannon | DCEO |
| Henson, LaDonna | State Rehabilitation Council (SRC) |





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|--------------------|---|
| Johnson, Marci | Illinois State Board of Education |
| Julian, Aime'e | Illinois Center for Specialized Professional Support, ISU |
| Kistingner, Kraig | National Tube Supply |
| Kuehnert, Dan | Land of Lincoln Legal Aid |
| Lohman, Mark | Western Illinois Works Inc |
| Lowery, Todd | Illinois Department of Employment Security |
| Massie, Mike | Massie & Quick LLC |
| Oldfield, Curt | Spoon River CC |
| Reese, Lee | LWIA 24 |
| Shoup, Blanche | Western Illinois Works Inc |
| Stubblefield, Rick | St. Clair County |
| Tangman, Nina | Illinois Board of Higher Education |
| Thompson, Whitney | Illinois Community College Board (ICCB) |
| Velez, Michele | DRS |
| Waters, Jennifer | Illinois Agriculture Education |
| Wendorf, Tom | DuPage Impact LLC |
| Westbrook, Kyle | EdSystems |
| Williams, Jasmine | Chicago Cook Workforce Partnership |

Meeting Cadence:

The CPTP meets quarterly with in-person and Zoom options in March, June, and September. We meet in December via Zoom. Our quarterly meetings last from 12:30–2:30 pm. On the day of meetings, we also have options for optional tours in the local area. Our next meeting is Wednesday, December 6, on Zoom from 12:30–2:30 PM.

Committee Support Contact:

Molly Cook, mcook12@ilstu.edu and Sarah Blalock, smbalalo@ilstu.edu





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.

Meeting Cadence:

The Disability Workgroup meets on Zoom on the third Tuesday of the month from 10:00–11:00 AM. The group does not meet in months of the CPTP quarterly meeting. The next meeting is on January 16 from 10:00–11:00 AM.

Workgroup Support Contact:

Molly Cook (mcook12@ilstu.edu) and Sarah Blalock (smbalalo@ilstu.edu)





Opportunity Youth Workgroup

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.

Meeting Cadence: The Opportunity Youth Workgroup meets on Zoom on the fourth Wednesday of the month from 9:30–10:30 AM. The group does not meet in months of the CPTP quarterly meeting. The next meeting is on January 24 from 9:30–10:30 AM.

Workgroup Support Contact: Sarah Blalock (smbalalo@ilstu.edu) and Molly Cook (mcook12@ilstu.edu)





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 persons who are justice-impacted. 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, with an emphasis on 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.

Meeting Cadence:

The Justice-Impacted Employment Workgroup meets on Zoom every first Tuesday of the month from noon to 1 PM. They do not meet in months that the CPTP has a quarterly meeting. The next meeting is on January 10 (date change due to holidays) from noon to 1 PM.

Workgroup Support Contact:

Molly Cook (mcook12@ilstu.edu) and Antonio Gomez (abgome2@ilstu.edu)

