Career Pathways for Targeted Populations (CPTP)
Quarterly Meeting

Date: September 13, 2023

Time: 12:30-2:30pm

Location: Hybrid Meeting – In-person option at the College of Lake County, 19351 West Washington Street, Grayslake, Illinois 60030-1198, Multipurpose Room C106, with a Zoom option

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

Members Present: David Friedman, Jennifer Everett, Dena Giacometti, Antoinette Golden, Aime’e Julian, Kraig Kistinger, Mark Lohman, Mike Massie, Nina Tangman, Whitney Thompson, Michele Velez, and Jennifer Waters

**Members Absent:** Susette Crenshaw, Jennifer Foster, LaDonna Henson, Marci Johnson, Dan Kuehnert, Todd Lowery, Curt Oldfield, Lee Reese, Blanche Shoup, Rick Stubblefield, and Jasmine Williams

**Guests:** Demar Harris, Marc Jones, Jennifer Harris, Carlotta Roman, Omar Ramirez, Jennifer Everett, Michelle Stiff, Jennifer Serino, Antonio Garcia, Kylin Decker, Tabatha Cobb, Prentice Butter, Britt Garton Pisto, Natalie Wilson, Justin Knapp, Tom Wendorf, Tabatha Cobb, John Rico, Chance Jones, Jacob Kaminski, Roxanne Jackson, Kate Kimmer, Courtney Anderson, Nicole Salsberry, Christopher Topin, Monica Pruitt, Avalon Betts-Gaston, Jake Rohn, Paola Valasquez, Danielle Kuglin Seago, Theodore Duckett, Brandon Bax, Steph Dolan, R Schlager, Marlon Morris, Sue Murphy, Melissa O’Deil, Christine Nejdl, Michael Cannon, Carmind Burns, and Josie Wallace

Committee Support: Sarah Blalock and Molly Cook

| Time | Item | Presenter |
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| 12:30pm | Welcome and Roll Call* Both in person and Zoom participants – Please state your name and organization / business.

Mr. Kistinger asked the group in-person to first introduce themselves followed by the online participants.  | Kraig Kistinger |
| 12:35pm | Action Item: Approve minutes from June 14, 2023.Approval of June 14, 2023, meeting minutesMr. Kistinger called for a motion to accept the minutes from the June 14, 2023, Career Pathways for Targeted Populations Committee meeting as presented. David Friedman moved that the minutes be accepted as presented. Tom Wendorf seconded the motion. The minutes from the June 14, 2023, meeting were accepted into the record as presented. | Kraig Kistinger |
| 12:36pm | CPTP Workgroup UpdatesMr. Kistinger reviewed the change and priorities of the CPTP and those of the Opportunity Youth Workgroup. Mr. Kistinger further stated that the group identified barriers, and now is focused on highlighting and marketing solutions.Mr. Friedman reviewed the work of the Disability Workgroup, highlighting the recent three-part webinar series the group hosted. The Disability Workgroup will discuss their 2024 workplan at their October Meeting. Mr. Lohman reviewed the work of the Justice-Impacted Employment Workgroup, stating that this workgroup is interested in training and employment pre-release and working with people post-release. Mr. Lohman noted the importance of business engagement in conjunction with local, state, and federal governments. Mr. Lohman also stated that the workgroup will meet in October to discuss their 2024 workplan.  | Kraig KistingerDavid FriedmanMark Lohman |
| 12:45 pm | Introduction to Speakers and TopicsMr. Lohman introduced and thanked each of the upcoming speakers and their organizations. | Mark Lohman |
| 12:50 pm | Lake County Workforce Development PresentationJennifer Serino welcomed the CPTP to Lake County and highlighted access, a welcoming environment, and inclusivity at the Job Center of Lake County.Demar Harris introduced, Ashannti Ross, Omar Ramirez, and Marc Jones. Revive Lake CountyAshannti Ross reviewed that Revive Lake County is a 5-week program which provides justice-impacted individuals with the essential skills to ensure success in the labor force. The program aims to assist individuals with a record of arrest or conviction in gaining and retaining employment. This program provides wrap-around services.The 5-Week Program Highlights each of the following subjects in each of the five weeks:1. Life Skills
2. Career Awareness
3. Employability Skills
4. Essential Workplace Skills
5. Capstone

 The program is delivered in two ways, Job Center of Lake County and Lake County Jail. Ms. Ross noted that relationships with partners, the community, and the Lake County Jail helps program enrollment and sustainability. Each participant who completes the program receives an electronic copy of their resume and information on how to contact their local workforce center. Mr. Kistinger asked how this program was funded/operated. Ms. Ross replied that WIOA Title I staff and funded through WIOA Title I services budget. Job Center on the MoveOmar Ramirez reviewed Lake County’s Job Center on the Move. Job Center on the Move began in April 2022. It takes job services to various locations including Job search, develop and customize resumes, connect local employers, explore paid work experience/internships (WIOA services), WIOA paperwork, and referrals to other job center partners. Marketing information includes all the dates and locations for the quarter. Lake County also tracks various data points associated with Job Center on the Move. * 46% of participants utilize the resume services.
* Zion-Benton and Legacy Reentry are the two most attended locations.
* Male to female ratio is 58% to 42%.
* 60% of participants utilize Career Services.

Mr. Wendorf asked, of the participants only 7 were hired, is there any follow-up with the businesses who are interviewing to discover why more are not being hired. Mr. Ramirez stated that they follow-up with participants and employers, some do not get back in touch with them. Further stating, that if an applicant does not have enough experience or needed skills, the Job Center will use a combination of paid work experience, career services, or referral to an individual training account. Ms. Bets-Gaston asked if the person in the success story had a master’s degree? Mr. Ramirez stated, yes, this person had obtained their degree in their home county. He was originally referred to Upwardly Mobile, an organization who helps immigrants transfer their education credentials/attainments to the United States, however that process takes a long time. Mr. Ramirez stated that before Upwardly Mobile was able to finish their process, the Job Center was able to find the participant work and they have since been promoted.An in-person participant asked what was required for an immigrant to work in the United States? Mr. Ramirez noted that a person only needs authorization to work in the US. Coalition to Reduce RecidivismMarc Jones discussed the Coalition to Reduce Recidivism, which is a non-profit organization consisting of social services agencies, faith-based organizations, educational institutions, medical institutions, governmental entities, entrepreneurs, community advocates, and repatriates. This coalition was created 20 years ago due to the understanding of barriers that are presented to people who are justice-impacted. The coalition works on short-term and long-term solutions.  | Jennifer Serino; Demar Harris; Ashannti Ross, Lead Project Planner; Omar Ramirez, Account Executive; and Marc Jones, Elected Waukegan Township Supervisor |
| 1:20 pm | Rotary Community Corps inside the Illinois Department of Corrections (IDOC), a program of Rotary InternationalMike Massie introduced the Rotary Community Corps inside the Illinois Department of Corrections and Mr. Jacob Kaminski, the president. Members of the Rotary Community Corp introduced themselves and their capacity within the corp. Mr. Kaminski stated that the members present are part of the Rotary Community Corp (RCC), which is an extension of the Galva Community Corp. The mission of the RCC in Kewanee Life Skills Re-Entry Center is to be of service to their community and to develop strategies and relationships to be of service within the facility and beyond. Mr. Kaminski noted that the ultimate mission is to make the lives of others better. To increase the success of those within the facility, the RCC hosts employers, career fairs, and educational and skill development workshops. Mr. Haley discussed the various programs that Kewanee Life Skills Re-Entry Center currently has; academic, vocational, volunteer, clinical, and mental health. Mr. Downey discussed the motto of the Kewanee RCC, “Service above self” and reviewed how this motto shapes the programming within and outside the facility.Mr. Haley discussed the RCC’s initiative to help the people of Monrovia, Liberia. Mr. Haley noted that the population of Monrovia are impacted by high rates of unemployment and malaria. The RCC focused their efforts on securing and supplying for those in this area. The RCC at Kewanee is in contact with the Rotary Corp in Liberia for ongoing support and collaboration. Mr. Meyers with the Bishop Hill initiative works with partners to restore 17,000 square feet of fencing for Bishop Hill. The RCC developed and created a mock-up for the fence and are waiting for Department of Natural Resources and Bishop Hill historic society for final approval.Mr. Acguire reviewed how the RCC has become Career Resource Liaisons. The RCC has created a resource center at Kewanee Life Skills Re-Entry Center to aid participants with career services. The main goal is to connect Returning Citizens with American Job Centers closest to the parole sites. Mr. Quick is the facilitator for a group called Trade Ready Employment Opportunities (TREO) which is a peer-led program that provides participants with information with trade and apprenticeship opportunities. Mr. Quick is also a Teacher’s Aide at the center. Mr. Quick noted that Cisco Networking Academy has stated interest in providing Kewanee with up-to-date computer software, but noted this process is yet to gain traction. He asked the members of the CPTP to help in this effort so people in the Re-Entry Center could gain important, up-to-date, computer skills. Mr. Combs discussed the day-release program to work at MTM Trailers. Participants receive on-the-job training, job experience, and work history. Mr. Kaminski discussed employer engagement, highlighting Mr. Kistinger and Ms. Anderson from National Tube Supply as an employer who has been involved with the RCC at Kewanee. Mr. Kaminski noted the various employers who the RCC has hosted and those the RCC wishes to host in the future. The RCC connects with local employers to come and discuss various career opportunities. Mr. Acguire discussed the various networking opportunities. Mr. Acguire is the law clerk at Kewanee Life Skills Re-Entry Center. Mr. Acguire discussed the Kewanee Life Skills offers various entrepreneurial business re-entry programs. The RCC facilitates and coordinates events that aid in a justice-impacted individuals with re-entry. Mr. Suh is the co-editor of Kewanee Horizons which an online e-zine with 28,000 unique views per week. Kewanee Horizons has the mission to disseminate information to all people in custody. <https://idoc.illinois.gov/news/kewanee-horizons-newsletter.html> The Kewanee Horizons can provide a platform that is available to all individuals in custody. Mr. Suh noted that this is a platform that any of the State departments could use as well. Mr. Haley discussed the book Untapped Talent, author Jeff Korzenik. The RCC will be holding a meeting with Mr. Korzenik in the upcoming weeks. Untapped Talent discusses the value of employing returning citizens. Mr. Haley read the letter he sent to Mr. Korzenik:“I am a member of the Rotary Community Corps at Kewanee, that is affiliated with Rotary International and we would like to propose to you an idea. We believe that your book is spot-on when it comes to the changes that are needed. With that said, the Rotary Community Corps and I would like to lead the campaign of getting your books out to business in our state that have not been justice-impact friendly. It is time for the CEO or Human Resource Director (Gate Keepers of the Company) to read this as it is imperative to have these men and women who are leaders in their respected industries take action and get behind your data, see the benefits for both parties and get these people to work.”Mr. Haley highlighted the impact of this book and encouraged the members of the CPTP to read. Mr. Kaminski and Mr. Massie both thanked the CPTP and highlighted the importance of groups and individuals who are uplifting returning citizens. Mr. Kistinger noted the importance of the community to get involved and invited members to engage with facilities like Kewanee. Mr. Cannon commended the men at the Kewanee Life Re-Entry Skills Center. Mr. Cannon noted his similar journey and his admiration for the work of the RCC.  | Michael E. Massie, Attorney at Law, MASSIE & QUICK, LLC, and Rotarian |
| 1:40 pm | * Illinois Department of Commerce & Economic Opportunity (DCEO) process to coordinate Illinois Department of Corrections (IDOC) employment resources at both the regional and local levels, with Illinois Department of Employment Security (IDES), which has started in multiple locations.
* DCEO's Partners for Re-entry Opportunities in Workforce Development (PROWD) grant planning and implementation

Ms. Monica Pruitt discussed the Department of Commerce and Economic Opportunity Initiative which is focused on getting employment and training resources into Illinois Department of Corrections facilities. This initiative is a collaboration between Illinois Department of Commerce & Economic Opportunity (DCEO), Illinois Department of Corrections (IDOC), Illinois Department of Employment Security (IDES), and local workforce innovation areas. The goal is to improve employment and training offerings within IDOC facilities such so all individuals in incarceration have access to a variety of resources that will prepare them for a successful reentry. Creating a strong collaborative structure and developing best practices are also goals of this program. Ms. Pruitt discussed an upcoming funding opportunity, the Returning Resident Clean Jobs Program. Participants will receive essential employability skills training as part of vocational or occupational training that leads to certifications or credentials that prepare candidates for employment. The Returning Resident Program will use a standard Clean Jobs Curriculum.A Notice of Funding Opportunity for this program is expected to be released in Fall of 2023. For additional information, please visit: <https://dceo.illinois.gov/climateandequitablejobs/ceja-program-announcements.html>Ms. Pruitt reviewed the Partners for Re-entry Opportunities in Workforce Development (PROWD) grant work to date as well as the next steps for the program. In September 2022, the Department of Labor awarded over $42 million in First Step Act funding to seven state agencies to partner with minimum and low-security federal corrections institutions to provide services across three stages:* During incarceration in federal prisons
* During time spent in Residential Reentry Centers (RRCs)
* Upon return to the community

Illinois DCEO received a $10 million grant for the development and administration of the First Step Act Initiative, also known as “PROWD.”* Illinois’ PROWD initiative will provide workforce development services to approximately 750 individuals at four (4) federal Bureau of Prison camps, three (3) Residential Reentry Centers, and upon the individuals release into the community.

Ms. Pruitt noted the next steps of the PROWD Grant. * Developing a statewide Request for Information (RFI) to gather information about the knowledge, capacity, resources, and tools available in the LWIAs to serve the needs of returning citizens and their families.
* The first facility to receive programming will be Greenville beginning in October 2023.
* Hiring four Returning Resident Advocates to serve in a front-line, case management role throughout the PROWD phases to coordinate services and identify potential needs and barriers for returning citizens and to access training/supportive services for their household members. A job description has been developed and a Notice of Funding Opportunity is under development for some targeted LWIAs.

Ms. Saulsberry asked what DCEO is requesting in the Returning Resident Clean Jobs Program NOFO. Ms. Pruitt noted that details of this NOFO will be forthcoming.  | Monica Pruitt |
| 2:25pm | Public CommentMr. Kistinger called for public comment. Mr. Garcia noted an event that will be hosted at the Lake County College and asked those in attendance to take an informational flyer and/or attend.  | Kraig Kistinger |
| 2:30pm | AdjournmentMr. Kistinger called for a motion to adjourn the meeting. Tom Wendorf moved that the meeting be adjourned. Antoinette Golden seconded the motion and the meeting adjourned.  | Kraig Kistinger |