Career Pathways Targeted Populations (CPTP)  
WINTER Quarterly Meeting

Date: January 27, 2021

Time: 10-11:30 am

Co-Leaders: David Friedman, Mike Massie, Margi Schiemann, and Tom Wendorf

**Members Present:** Dean Dittmar, Mollie Dowling, Jennifer Foster, David Friedman, Jon Furr, LaDonna Henson, Kraig Kistinger, Mark Lohman, Todd Lowery, Pat Maher, Michelle Scott-Terven, Blanche Shoup, Rick Stubblefield, Michele Velez, Lois Wood

**Members Absent:** Dywaine Betts, Michelle Cerutti, Susette Crenshaw, Laura Furlong, Steve Gold, Louis Hamer, Jeff Horvath, Marci Johnson, Aime’e Julian, Joe Seliga, Tyler Strom, Nina Tangman, Whitney Thompson, Marie Trzupek Lynch, Tom Wendorf, Terry Wilkerson, Greg Martinez, Angela Mason, Kathy Mesinger, Cory Muldoon, Kathy Nicholson-Tosh, Margi Schiemann

Staff: Molly Cook

**Guests:** Mike Baker,Marcus Deamer, Michael Diaz, Stephanie Lipe, Kris Huenig, Josh M., Ann Pellettieri-Weingard, Sarah Blalock, Joel Medina, Tina Cannon

Next Steps:

1. Convene a disability employment subgroup
2. Discuss TD&L at the next meeting on March 31, 2022 with DOT Foods

![Logo

Description automatically generated with low confidence]()

| Time | Item | Presenter |
| --- | --- | --- |
| 10:03 am | Welcome/Roll Call | David Friedman |
| 10:05 am | Action Item: Approve minutes from November 18, 2021 meeting  The meeting minutes were approved, however, a quorum was not present, so the minutes will need to be voted on again at the next meeting. | David Friedman |
| 10:07 am | Discussion and CPTP Report Review   * Mike Massie overviewed the goals of the CPTP and the qualitative metrics used to measure continuous improvement, including ownership, capacity and sustainability. * Rick Stubblefield reviewed continuous improvement of the CPTP. He shared the importance of the allocation of scarce resources in local delivery, funds, staff and impact. Blanche Shoup noted that the delay in tracking metrics can be challenging. She noted that the process is staff intensive. | Mike Massie  David Friedman  Rick Stubblefield |
| 10:15 am | Presentation by Misericordia:   * *Virtual tour and history*   Misericordia is on 31 acres. Misericordia opened in 1921 on the Southside of Chicago and supports more than 600 children and adults with intellectual disabilities. [This video](https://www.youtube.com/watch?v=vUerOq3oBzM&feature=youtu.be) was shared.   * *Work-based opportunities*   There are a variety of work-based opportunities. There is a pathway from community day services, to micro-enterprises, to enclave employment, to competitive integrated employment (goal). On campus employment is available at competitive wages including within a greenhouse, working as a bakery aid, laundry, purchasing, development, recycling, and nursing.  Off campus, there are opportunities for Hearts & Flour Bakery Food Truck and at a Farmer’s Market. There is also a Sweet Heart Shoppe (bakery) in Glenview. All businesses pay a competitive wage. There will be a new bakery opening in April in Chicago. There will be an automated coffee packaging machine at the location as well.  The next level of employment is off campus group employment in the community through S&C Electric Company and Loyola University. Group size is limited to five individuals or less and provides job coaching support, which opens employment opportunities for individuals that can benefit from additional support for a variety of reasons.  Finally, is competitive integrated employment. This is employment working in the community at competitive wages, under the direct supervision of the employer. Employees work with co-workers that are not persons with disabilities and to the same degree as co-workers. Misericordia assists individuals with job exploration, resumes, interview skills, completing applications, and support during the interview process. Job coaching is available at the employer site if desired by the employer.  Some business advantages to employing individuals with developmental disabilities include some of the most loyal employees, high threshold for redundant duties, adds to business culture, a significant percentage of the populations has a disability or know someone who does, so they can see themselves reflected in the business.  Michael Diaz described the impacts of COVID, including congregate living challenges and employment challenges.   * *Testimonials/Panel Discussion*   Kris and Josh, current employees who have participated in Misericordia’s programs, shared their perspectives on employment. Kris works with an art center with kids at camps and fundraisers. Josh works for Hu Friedy and completes janitorial work.   * *Perspectives about the systemic lessons from Misericordia approaches*   Challenges – people with disabilities worry about losing their benefits due to earning too much, yet not having enough to replace benefits. Employment services are more complicated to access than it should be. Resistance and barriers from the employment community are faced. | Michael Diaz |
| 11:06 am | Learning from IDRS Honorees  Stephanie Lipe shared that the Workforce Development Unit of IDRS was created to assist the business community in discovering the talents of persons with disabilities. They work with businesses to expand competitive employment opportunities for persons with disabilities. They are like the liaison between employers and the local VR offices.  Award categories include employer of the year award, employer partnership award and employer innovation award. The goal is to showcase abilities.  Employer of the year – An employer that takes pride in their company when it comes to working with individuals with disabilities and incorporates a diverse culture.  Employer partnership - Employer that demonstrates a commitment to communicate and continuously educate and learn with IDRS the benefits of hiring people with disabilities.  Employer Innovation – given to bringing new employment ideas such as virtual hiring events, parking lot job fairs, and changing the way we experience navigating the world of employment.  Stephanie Lipe began to overview award recipients, but due to time constraints, that portion will need to be delayed. The meeting PowerPoint will be shared.  Marcus Deamer concluded by sharing that they are a fairly new unit and looking to do great work. | Marcus Deamer  Stephanie Lipe |
| 11:21 am | Transportation, Distribution and Logistics Discussion   * Mike Massie shared that the next committee meeting is with DOT Foods in March. * Mike Baker shared that transportation and warehousing make up 320,000 jobs/6% of IL jobs with a 3% expected growth. * Demand is greater than supply. The average age in IL is 42 years for someone employed in TDL. TDL is male dominated. * The median salary for employees with high school or vocations degree is $36,000, $39,400 for those with an associate’s degree and $64,4000 for those with a bachelors. * Dean Dittmar shared current course offerings in Manufacturing, Engineering, Technology and Trades Career Area TDL Pathway, including a Transportation Technology Course in 9/10 grade, an Energy and Power of Transportation Systems Course in 11/12 grade, and a Truck/Bus Driving Course in 11/12 grade * Dean Dittmar explained that they are trying to introduce awareness to Agriculture, Food, and Natural Resources. Jon Furr noted in the chat that he recommends that 9th/10th graders take a broader METT orientation course than one on transportation tech. * Next steps – determine schools currently teaching these courses in the METT career area – TDL. Identify with teachers the curriculum used to teach these courses to provide a clearing house of resources, provide professional development for METT and AFNR teachers. | Dean Dittmar  Mike Baker |
|  |  |  |
| 11:38 am | Adjournment  Mike Massie moved to adjourn the meeting. Dean Dittmar seconded. The meeting was adjourned. | David Friedman |

**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.