



ILLINOIS
WORKFORCE
INNOVATION
BOARD

Career Pathways for Targeted Populations Quarterly Report

March - May 2023

Charges and Priorities

Committee Charges

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.

Through education and training and work-based learning, our goal is to enhance occupational skills, career awareness and job retention in in-demand, high-wage careers 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.

Committee Priorities

Continuous Improvement: Being a link between 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 wholistic 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 NOFO opportunities as relevant.

Support career pathway development for target populations: Our three workgroups, the Returning Citizens Workgroup, Disability Workgroup and Opportunity Youth Workgroup work to advance career pathway opportunities for target populations.

Workgroups

Workgroup Title	Workgroup Co-Chair(s)	Workgroup Charge	Workgroup Priorities
Disability	David Friedman	Identify and provide strategies and recommendations for eliminating barriers to ongoing employment for individuals with disabilities.	<p>Service integration: Highlight opportunities for funding, collaboration among agencies, best practice business models, referrals, etc.</p> <p>Career pathway awareness: Align focus and priorities around career pathways that support ongoing employment for individuals with disabilities.</p> <p>Continuous improvement: Identify opportunities for ongoing improvements in collaborative efforts, awareness raising opportunities, and advocacy</p>
Opportunity Youth	Marci Johnson	Identify and provide strategies, recommendations, and best practices to increase and expand access to career pathways and career opportunities for youth.	<p>Service integration: Highlight opportunities for funding, increase collaboration among agencies, the business sector, and the education system.</p> <p>Career pathway awareness: Align focus and priorities around career pathways that are high skill, high wage in-</p>

			<p>demand occupations for youth. Highlighting best practices and increase knowledge of career pathways.</p> <p>Continuous improvement: Improving access and delivery for all youth, including special population youth. Enhance efficient communication among stakeholders.</p>
Returning Citizens	Mark Lohman	Create strategies and identify best practices for fair chance employment and training of persons who are justice-impacted, with strong business engagement, and coordination of government and not-for-profit agencies.	<p>Service integration: Highlight opportunities for funding, that increase collaboration among agencies, the business sector, and the education system.</p> <p>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.</p> <p>Continuous improvement: access and delivery for all persons</p>

			who are justice-impacted. Enhance efficient communication among stakeholders.
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Committee Updates

CPTP Update

Quarterly Meeting

The next meeting of the CPTP will be held on June 14, 2023, in Collinsville, Illinois. The Disability Workgroup is hosting the meeting in partnership with the State Rehabilitation Council. The agenda for the day is:

10-11am: Optional Tour at Holly's House of Hope (1000 Zschokke St., Highland, Illinois)

12:30-2:30pm: Official CPTP meeting, Gateway Center, Collinsville, Illinois (1 Gateway Dr, Collinsville, IL 62234) with a Zoom hybrid option, link [here](#)

2:30-3:00pm: Optional tour of the Gateway Center

3:30pm: Optional post-meeting social at Soulcial Kitchen (127 N Belt E, Swansea, IL 62226)

The last meeting of the CPTP was on March 17, 2023, in Normal, Illinois. The focus of the meeting was on Area Career Centers, and the meeting was hosted by the Opportunity Youth Workgroup. The meeting featured the following speakers, followed by a tour of the Bloomington Area Career Center:

- Tom Frazier, Bloomington Area Career Center
- Matt Riehle, Westminster Village
- David Taylor, United Way of McLean County
- Chon'tavia Frazier, Senior, Bloomington High School
- Kyle Stubblefield, Senior, Ridgeview High School

Disability Workgroup Update

The Disability Workgroup is in the process of hosting a three-part Workforce Wednesday Webinar series on hiring individuals with disabilities. The series includes:

April 19: Corporate Culture, link to presentation [here](#)

Speakers:

- James Emmett, JEC
- Pat Maher, SPR
- Karrie Pece, AutonmyWorks

Attendance:

- 36 individuals attended this webinar and 36 have viewed the recording.

May 17, Accommodations and Universal Design

Speakers:

- Aime'e Julian - ICSPS
- Lori Kitner – IDHS DRS
- Mark McCabe, Illinois Assistive Technology Program
- Martha Younger-White, Chicago Lighthouse

Attendance:

- 51 individuals attended this webinar.

July 26, Individualized Support, details coming soon!

The workgroup is also hosting the June 2023 quarterly meeting, in partnership with the State Rehabilitation Council.

Opportunity Youth Workgroup Update

The Opportunity Youth Workgroup hosted the March CPTP Quarterly Meeting on March 17. The meeting was held at Heartland Community College and focused on the importance, scope, and impact of Area Career Centers. The main speaker was Tom Frazier of Bloomington Area Career Center (BACC). He introduced the group to the goals, structure, and partnerships of BACC. Mr. Frazier first introduced Matt Riehle of Westminster Village, an area employer that partners with BACC. Mr. Riehle discussed Westminster's history and association with BACC and the sustained benefits they receive by partnering with BACC. Mr. Frazier then introduced David Taylor of United Way of McLean County. Mr. Taylor and his organization partner with BACC by providing wraparound services to "at-risk" youth to better ensure a successful entry into a career path. Mr. Taylor also discussed the importance of uplifting at-risk youth from an economic development perspective and a personal one. Mr. Frazier then introduced two high school seniors from BACC to the group: Chon'tavia Frazier and Kyla Stubblefield. Both discussed their areas of study, their experience at BACC, and their plans for the future. The meeting ended with a question-and-answer period. Following the meeting, BACC and Tom Frazier offered an optional tour of their facilities.

The group then met in April and hosted representatives from the Illinois Department of Commerce and Economic Opportunity, the Illinois Community College Board, and the Illinois Department of Employment Services to give an overview of state-funded and sponsored programs to promote career awareness throughout the state. Career awareness is the barrier of focus for the group at this time, with the goal of first understanding current resources, then creating or recommending the creation of resources that may not exist, and then marketing all the information to stakeholders. The group will meet again in May to discuss the presented material, examine what information may be missing and what additional information needs to be located or crafted, and then decide and identify organizations and businesses that could share their career awareness resources next with the group.

Returning Citizens Workgroup Update

The Returning Citizens Workgroup is currently applying Human Centered Design to their workplan, charges and priorities. The group has received updates from DCEO, the WIOA

Professional Development Committee and the Re-Entry Council. The workgroup is updating their workplan to align with the work being done in these other groups, while continuing to elevate the voice of workgroup members with lived experience. The next workgroup meeting is July 11, and the workgroup will also host the September CPTP quarterly meeting.

Workplan Updates

Committee Workplan:

Alignment with Unified State Plan

- Strategy 3: Provide Economic Advancement for all Populations through Career Pathways
 - 3.1: Promote Leading Career Pathway Models and Best Practices
 - 3.3: Promote Innovative Career Pathway Solutions

Priority 1: Continuous Improvement: Being a link between 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.

Implementation Plan	Timeline (Target Delivery Date)	Deliverable	Progress currently
Utilize the IWIB Evaluation Toolkit to evaluate current work of the CPTP and determine areas for continuous improvement moving forward	September 2023	FY23 workplan	Workgroup supports are working through the Evaluation Toolkit currently and will present to the CIC in the Fall.
Implement Equity Task Force (ETF) recommendations into the work of the CPTP	August 2022	FY 23 charges, priorities and workplan	Complete/Ongoing considering ways to utilize an equity lens in all work

Priority 2: 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 wholistic approach for target populations.

Implementation Plan	Timeline (Target Delivery Date)	Deliverable	Progress currently
Review member list to ensure representative membership from all partners	August 2022	Revised member list for FY23 to include additional Community Business Organizations	Complete
Establish 3 workgroups with business sector partners, CPTP members, and core partners to coordinate efforts around career	FY23 - Ongoing	Each workgroup is implementing a workplan and deliverables	Each workgroup has an established workplan and

pathways for returning citizens, individuals with disabilities, and opportunity youth.			each workgroup will host a CPTP quarterly meeting in 2023.
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Priority 3: 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 NOFO opportunities as relevant.

Implementation Plan	Timeline (Target Delivery Date)	Deliverable	Progress currently
Participate in grant NOFO opportunities as relevant	Ongoing	CPTP members join the review process	Ongoing/as needed
Provide professional development opportunities and highlight best practices on career pathways for targeted populations.	FY23 - ongoing	Quarterly meetings highlighting best practices. Professional development offered by workgroups	The next quarterly meeting is June 14, 2023, and will highlight best practices for career pathways for individuals with disabilities.

Priority 4: Support career pathway development for target populations: Our three workgroups, the Returning Citizens Workgroup, Disability Workgroup and Opportunity Youth Workgroup work to advance career pathway opportunities for target populations.

Implementation Plan	Timeline (Target Delivery Date)	Deliverable	Progress currently
Workgroups are meeting throughout the year monthly	Ongoing	Each workgroup will create a workplan of deliverables	Ongoing

**Workgroup 1 Workplan:
Disability Workgroup**

Meeting Schedule	Meeting Purpose
January 21, 2023 Workgroup Meeting	Review goals for 2023 and update workplan
February 21, 2023 Workgroup Meeting	Plan for webinar series
March 17, 2023 Normal, IL	CPTP Quarterly Meeting

CPTP Meeting	
April 18, 2023	Plan ahead for webinar series; plan for June CPTP quarterly meeting
Workgroup Meeting	Success story: Jasmine Williams
April 19, 2023,	Webinar Series #1: Corporate Culture
May 16, 2023	Plan ahead for webinar series; plan for June CPTP quarterly meeting
Workgroup Meeting	Success story: LaDonna Henson
May 17, 2023,	Webinar Series #2: Accommodations and UDL
June 14, 2023	CPTP Quarterly Meeting
CPTP Meeting	
July 17, 2023	Plan for next webinar
Workgroup Meeting	
July 26, 2023,	Webinar Series #3: Individualized Support
August 15, 2023,	Reflect on webinar series
Workgroup Meeting	
September 2023	CPTP Quarterly Meeting
Date TBD	
CPTP Meeting	
October 17, 2023	Create 2024 workplan
Workgroup Meeting	
December 2023	CPTP Quarterly Meeting
Date TBD	
CPTP Meeting	

Opportunity Youth Workgroup:

Meeting Schedule	Meeting Purpose
February Meeting February 22, 2023,	<ul style="list-style-type: none"> • Approve Workplan • CPTP Quarterly Meeting Planning
March 17, 2023: Opportunity Youth Workgroup Host CPTP Quarterly Meeting	
April Meeting April 26, 2023,	Career Awareness <ul style="list-style-type: none"> • IDES/DHS/DCEO/ICCB Resources
May Meeting May 24, 2023	Career Awareness <ul style="list-style-type: none"> • Discuss the state resources discussed in April Meeting • Discuss ways to highlight Innovative Community/Organization/Business Ideas <ul style="list-style-type: none"> ○ Potential Speakers ○ Potential Tools in the System
June 14, 2023: Disability Workgroup to Host CPTP Quarterly Meeting	

July Meeting July 26, 2023	Transportation <ul style="list-style-type: none"> • State Resources
August Meeting	Transportation <ul style="list-style-type: none"> • Highlight Innovative Community/Organization/Business Ideas
September 13, 2023: Returning Citizens Workgroup to Host CPTP Quarterly Meeting	
October Meeting October 25, 2023	<ul style="list-style-type: none"> • Review Repository • Discuss Marketing
November Meeting November 22, 2023	Next Steps for 2024 <ul style="list-style-type: none"> • Education and Credentials • Lack of Basic Needs • Lack of Parental Connections
December 6, 2023: CPTP Quarterly Meeting 2023 Recap Meeting	

Returning Citizens Workgroup:

Meeting Date	Meeting Purpose
December 6, 2022	<ul style="list-style-type: none"> • Finalize barriers and solutions • Finalize workplan
January 3, 2023	<ul style="list-style-type: none"> • Add a member with lived experience • Begin planning a best practices webinar
February 7, 2023	<ul style="list-style-type: none"> • Update on WIOA Professional Development Committee Work • Plan for committee next steps
March 17, 2023	CPTP Meeting, March 17, 2023
April 4, 2023	<ul style="list-style-type: none"> • Discuss workgroup name and human-centered design • Receive an update from the Illinois Reentry Council
May 2, 2023	<ul style="list-style-type: none"> • Continue creating materials/content to share with employers, employees, etc.
June 2023	CPTP Meeting
July 11, 2023,	<ul style="list-style-type: none"> • Update workplan • Discuss workgroup name. • Begin planning for September 2023 CPTP Quarterly Meeting
August 1, 2023,	<ul style="list-style-type: none"> • Continue CPTP Quarterly Meeting Planning
September 2023	<ul style="list-style-type: none"> • CPTP Quarterly Meeting hosted by Returning Citizens Workgroup involving hosting tours

Areas of Collaboration

We will be inviting various IWIB committees to our June 2023 CPTP meeting to focus on collaboration. Additionally, the CPTP is utilizing the CIC Evaluation Framework to review their work to determine successes and opportunities for growth.