Chicago Cook Workforce Partnership

Looking and Learning Toward the Future

The United States Conference of Mayors Workforce Development Council Annual Meeting

June 9, 2018
Presenters

Karin M. Norington-Reaves
Chief Executive Officer

Amanda Cage
Chief Program Officer

Chris Strom
Director of Retail Initiatives

Dunni T. Cosey Gay
Communications Director
Vision

Every person has the opportunity to build a career; every business has the talent to grow and compete in a global economy.

Mission

To create, promote, and effectively manage a network of workforce development organizations that:

- Designs innovative solutions to address business needs, and,
- Prepares individuals for, and connects them to, career opportunities
System Overview

Job Seeker

Talent Pipeline

Career Pathways

Job Postings
Recruitment
Candidate Assessment
Employee Upskilling

Career Coaching
Individual Employment Plan
Training
Job Search

Sector Strategies

Data and Analytics

Training Provider

Career Coach

Employer

Business Services Team
We train for Chicagoland’s most in-demand occupations

- Business and Professional Services
- Healthcare
- Retail, Culinary, and Hospitality
- Information Technology
- Manufacturing
- Transportation, Distribution, and Logistics
- Construction
**Labor Market Intelligence**

**Career Pathways**

**MANUFACTURING OCCUPATIONS**

- **MANAGEMENT**
  - Industrial Production Manager
  - Design Engineer
  - Industrial Health and Safety Engineer
  - Plant Manager

- **SKILLED**
  - First Line Supervisor
  - Occupational Health and Safety Specialist
  - Operator of Machine Tool Equipment
  - Tool and Die Maker
  - Welder (3 years experience)
  - Millwright
  - Engineering Technician

- **ENTRY LEVEL**
  - Draftsperson (less than 5 years experience)
  - CNC Machine Apprentice
  - Machinist Apprentice
  - Welder (less than 5 years experience)
  - Industrial Machinery Mechanic
  - Machinist Apprentice
  - Quality Control Inspector

- **CHICAGO COOK WORKFORCE PARTNERSHIP**

**Target Occupational Profiles**

- **PHYSICAL THERAPY AIDE AND ASSISTANT**
  - **TARGET OCCUPATIONAL PROFILE**

**Where Are the Jobs?**

- **A summary of local job postings by occupation, employer, and skills needed**

**Physical Therapist Aides**
- **Physical Therapy Assistant**
- **Physical Therapy Aide**
- **Physical Therapy Assistant Aides**

**FIT FOR ME?**
- **Physical therapist aides are required to have at least a high school diploma or GED.**

**TO GET TRAINING?**
- **Find training programs**
- **Search for WIA-certified training providers**
- **Learn more about physical therapist aide programs**

- **CHICAGO-COOK WORKFORCE PARTNERSHIP**

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*Chicago Cook Workforce Partnership*
2017 Program Year Budget

TOTAL FUNDING $70.6MM

Non-WIOA Total Funding - $12,885,128

Workforce Innovation and Opportunity Act Formula Funding $57,694,766

WIOA Formula $57,694,766
Citi $98,550
Chicagoland Workforce Funder Alliance $67,268
Chicago Community Trust $48,750
JP Morgan Chase $110,000
Summer Jobs & Beyond $1,342,195
Walmart Foundation $6,516,314
AARP Foundation $346,360
Harper College (MOU) $25,000
FH360 $63,666
Thrive Chicago (100,000 Opportunities) $81,002
State Performance Incentive $225,984
National Emergency Grant $348,262
Supplemental Funding for Dislocated Workers $1,100,000
Opportunity Works-multiple donors $1,119,902
Supplemental Funding for Opportunity Youth $500,000
CHA $430,000
CHA Jobs Plus $353,969
IL Dept of Human Svcs (MOU) $20,976
DESI, Inc (MOU) $25,666
Interest Income $61,264
Retail's Impact on the Economy

Retail's Impact
Retail supports 1 in 4 American jobs

United States
3,793,621 Retail Establishments
42 Million Jobs Supported
$2.6 Trillion in Total GDP Impact

98.6% of All Retail Businesses Employ Fewer Than 50 People

Retail Supported Jobs by Occupation

- Logistics/Transportation: 4,970,892 Jobs
- Management: 4,365,111 Jobs
- Health Care & Service: 2,376,981 Jobs
- Insurance & Real Estate: 1,812,791 Jobs
- Technology: 809,546 Jobs

All images from National Retail Federation, nrf.com
We’re increasing economic mobility and inclusion through four key strategies:

- Providing great jobs, training and advancement for associates
- Accelerating mobility of frontline retail workers beyond Walmart
- Promoting culture, diversity and inclusion at Walmart
- Supporting economic inclusion in communities and supply chains
ReImagine Retail is funded through a $10.9 million grant from the Walmart Foundation made to The Partnership.

The two-year initiative aims to increase the economic mobility of workers in retail and related sectors.

The Partnership selected 10 national workforce board partners from a Request for Proposals submission process.
## Workforce Development Boards

<table>
<thead>
<tr>
<th>Workforce Development Boards</th>
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<tbody>
<tr>
<td>Anne Arundel Workforce Development Corporation, Linthicum, MD</td>
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<tr>
<td>Central Minnesota Jobs and Training Services, Inc., Monticello, MN</td>
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<tr>
<td>Los Angeles Economic And Workforce Development Department, Los Angeles, CA</td>
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<tr>
<td>Denver Workforce Development Board, Denver, CO</td>
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<td>Metro North Regional Employment Board, Cambridge, MA</td>
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<td>Center of Workforce Innovations, Valparaiso, IN</td>
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<td>Philadelphia Works, Philadelphia, PA</td>
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<td>San Diego Workforce Partnership, San Diego, CA</td>
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<td>The Workplace, Inc., Bridgeport, CT</td>
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<tr>
<td>Workforce Snohomish, Everett, WA</td>
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**WDB Fall 2017 Convening**
Media Outcomes

National Coverage
13 local market events
40 media placements
10 WDBs selected out of 500+
3,500 individuals impacted
Community college-based credentialing
➢ Ridgewater Community College added retail to the curriculum

National Retail Federation Rise Up credential
➢ Individual and stackable credentials

Program Portability
➢ Mobile tablet lab

Testimonials
As an instructor at a two-year technical college, I especially liked the focus on the retail sales and customer service. These are the skills that employers and the market place expect in the retail industry today. I thought the assessment was perfect in rigor, knowledge, and challenge. This credential was a wonderful enhancement to our student learning outcomes. – Derek, Instructor
Prodigy Ventures Pre-Apprenticeship
- 8 day pre-apprenticeship
- Paid Work Experience and OJT

Lodging Manager Apprenticeship
- Certified Hospitality Supervisor Certification
- Lodging Manager apprenticeship
Metro North Regional Employment Board

- Retail Advisory Board
- Incumbent Worker Training
- Career Pathways
San Diego Workforce Partnership

- Retail Advisory Board
- Customized Training small and medium sized employers
- Social accelerator model
- NRF certifications
### Program Year Outcomes

<table>
<thead>
<tr>
<th>EMPLOYERS</th>
<th>2016-2017</th>
<th>2017-2018</th>
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<tbody>
<tr>
<td>Ongoing employer commitments</td>
<td>50 Employers</td>
<td>60 Employers</td>
</tr>
<tr>
<td>Interviewed for top 3 job openings</td>
<td>3 Pre-screening Days</td>
<td>5 Days of pre-screening</td>
</tr>
<tr>
<td>Entry level to over $60K</td>
<td>One-on-One Interviews</td>
<td>On-site Pre-screening for 200+ walk-ins</td>
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<tr>
<th>PARTICIPANTS</th>
<th>2016-2017</th>
<th>2017-2018</th>
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<tbody>
<tr>
<td>Candidate training/readiness</td>
<td>300 + Walk-ins</td>
<td>Implemented tracking system for data</td>
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<tr>
<td>Introduced to workforce system</td>
<td></td>
<td>HHC Spring 2018 Event</td>
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<tr>
<td>Earn industry related credentials</td>
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<tr>
<td>Establish talent pool for hospitality and retail related careers</td>
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Collective Outcomes

- Served more than 50,000 people nationwide
- Earned more than 1,300 National Retail Federation credentials
- Achieved 839 stackable Retail Management Certifications
- Created innovative community college partnerships
- Established Retail Advisory Boards in each market
Learnings

- Established core competencies for career pathway programs and how credentialing can be applied to the retail sector

- Discovered economic development is key as retail entrepreneurs emerge as employer champions

- Positioned Workforce Development Boards to address disruption in the retail sector with massive closures of brick and mortar stores
Funding for this initiative is part of a $10.9 million grant from the Walmart Foundation made to the Chicago Cook County Workforce Partnership. The two-year grant program is the largest investment to date as part of Walmart and the Walmart Foundation’s Opportunity Initiative, which aims to increase the economic mobility of workers in retail and adjacent sectors by working with nonprofits, educational institutions and government agencies to make it easier for frontline workers to move faster into roles with more responsibility.

JOIN THE CONVERSATION
#ReimagineRetail

For more information please visit corporate.walmart.com/opportunity