

NOVEMBER 5, 2020 | 4:00 PM – 5:00 PM



BUILDING THE WORKFORCE OF TODAY: DIVERSITY IN CONSTRUCTION

HIRE 360, Chicago Cook Workforce Partnership



CHI | DPS

Department of Procurement Services

DPS WORKSHOP



DPS PR Team for Today's Workshop
Jackie Umbles – Host
Rodney LaBauex – Chat Facilitator

Today's Workshop

- Everyone is muted upon entry for the presentation portion of the workshop
- We ask that you hold your questions to the end of the presentation. You can use the chat feature to type out your question and the speaker will answer the questions at the end of the presentation.
- To Send a Question: **Use only the Q & A panel to ask your question. Do not use the chat panel**
 - Use the Q & A panel on the right side of your screen.
 - In the Send to or To drop-down list, select the recipient of the message.
 - Enter your message in the chat text box, then press Enter on your keyboard.

Note: If you join a meeting, session, or event in progress, you can see only the Q & A that participants send after you join.



CHI | DPS

Department of Procurement Services



Kiran Khokha

City of Chicago Department of Procurement Services

Kiran.khokha@cityofchicago.org

Workforce Development Incentives & Programs

- The City of Chicago has put numerous initiatives in place to increase the number of skilled residents prepared to work in growing industries.
- Ensuring that disadvantaged populations and youth have access to employment opportunities in Chicago is also a high priority.

Residency Requirements



▪ Chicago Residency Ordinance

- Requires contractors on construction contracts valued at \$100,000 or more to utilize at least 50% of all labor hours by Chicago residents

▪ Project Area Resident Ordinance

- Require contractors on construction contracts valued at \$100,000 or more to utilize at least 7.5% of all labor hours by residents in Project Area

City-Based Business Incentives

- Incentive for local businesses that employ City residents, especially from socio-economically disadvantaged areas of the City
- City funded contracts valued at \$100,000 or more
 - 4%: City-based business that conducts day-to-day business operations at a facility located in the city which is the place of employment for the majority of its full-time employees
 - 6%: the majority of full-time employees are City residents
 - 8%: the majority of City resident employees reside in a socio-economically disadvantaged area of the City



Equal Employment Opportunity

- Encourages bidders to commit to utilizing minority and female journeyworkers, apprentices, and laborers
- Canvassing formula is used to determine incentive amount
- Contractors can receive 150% credit toward their commitment for each labor hour worked by employees from socio-economically disadvantaged areas



Apprentice/Ex-Offender Utilization Bid Incentive

- Contractors can earn an incentive of up to 1% that can be used on a future bid.
- Applies to all City-funded construction contracts with an estimated value of \$100,000 or more.
- Apprentices must be sponsored into an apprenticeship training program that is authorized by a union to sponsor apprentice and either:
 - Enrolled in or graduated from a construction technology training program administered by City Colleges;
 - Participating in a workforce development program funded by DFSS, OR
 - Graduated from a high school operated by CPS.

Total labor hours performed by apprentices	Future bid incentive as a percentage of the future contract base bid
5-10%	0.5%
11-15%	1.0%

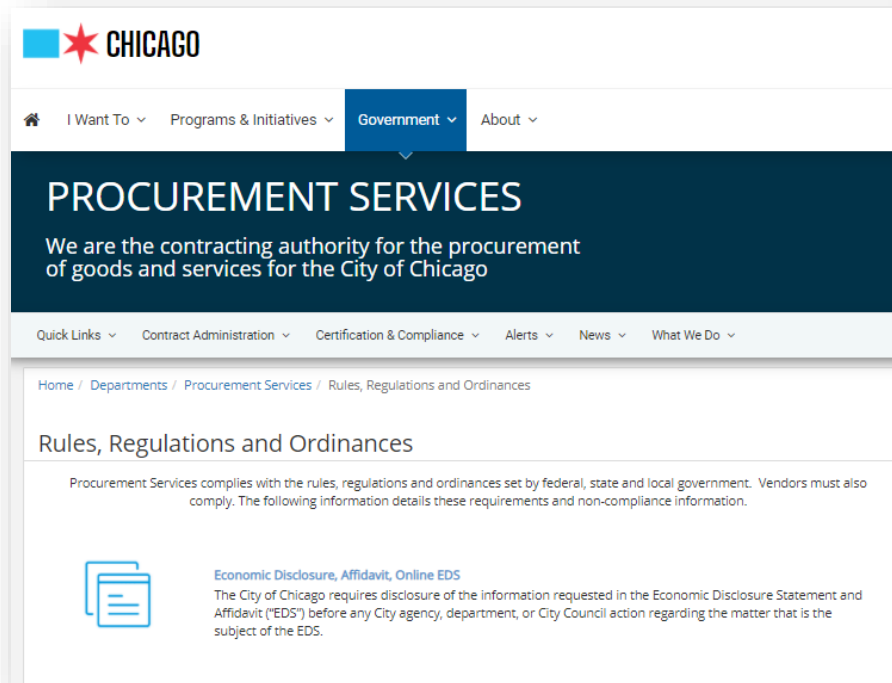
Ex-offender Apprentice Utilization Incentive

- Bidders can earn an incentive of up to 1% that can be used on a future bid
- Applies to all City-funded construction contracts with an estimated value of \$100,000 or more
 - Ex-offender apprentices must be:
 - Sponsored into an apprenticeship training program that is authorized by a union to sponsor apprentice and
 - Participating in a workforce development program funded by DFSS

Total labor hours performed by apprentices	Future bid incentive as a percentage of the future contract base bid
5-10%	0.5%
11-15%	1.0%

RESOURCES

- Information, including regulations, regarding all of DPS's incentives and programs is available online
- Workshop: Programs and Incentives: Getting the Most from your Bids





IN PARTNERSHIP WITH



United Way
of Metro Chicago



CHICAGO
AREA
DEVELOPERS



Our Journey

2017-2019

- Convening Developers, Contractors and Labor Leaders to create the partnership
- Piloting the program via the United Way with the Access United Project
- Raising Funds to start the program including
 - Mid-August event raised \$800,000 to collateralize loans to small businesses
 - Million from the State of Illinois
 - Thousands in Industry Funds

December of 2019

Chicago Tribune

As Chicago's building boom continues, new nonprofit aims to train women and minorities for construction trades



Why

Too many Chicagoans work multiple low-wage jobs and still struggle to make ends meet

Opportunities in Construction

- Billions of private sector and government spending
- “Grey Tsunami” of Journey Workers
- Increased Participation Goals

Time is now for under-represented populations



HIRE | INVEST | REACH | EMPOWER





Who



James McHugh Construction Co.

HIRE360 is a new/unique partnership between the
Organized Labor, Philanthropy, Developers, and
Contractor



United Way
of Metro Chicago



Sterling Bay



McCORMICK
SQUARE • PLACE • MPEA



And so many more....



HIRE | INVEST | REACH | EMPOWER

HIRE360Chicago.com

Board of Directors



Don Biernacki: Board Chair
Senior Vice President, Related
Midwest



Ralph Affrunti
President, Chicago & Cook
County Building Trades Council



Rashied Davis
Co-Founder, Saturday Place



Jonathan Jones
Business Representative /
Organizer, Chicago Regional
Council of Carpenters;
President, Labor Brothers
United



Karen Kent
President, UNITE HERE Local 1



Michael Meagher
President, McHugh Construction;
Vice President, Chicagoland
Associated General Contractors



Brian Ortiz
CEO, Trinidad Construction



Don Villar
Secretary-Treasurer, Chicago
Federation of Labor



HIRE | **INVEST** | **REACH** | **EMPOWER**

HIRE360Chicago.com

What

- Following a National Model – WRTP
- Scaling up our pilot program – Access United
- HIRE360 at 16 Staff on our way to 60
- 3 prong funding model



HIRE | INVEST | REACH | EMPOWER




A photograph of a construction site on a high-rise building. In the foreground, a worker in a white jacket and helmet is adjusting a surveying instrument on a tripod. Other workers in various safety gear are visible in the background, some kneeling and others standing. Red flags with "CONTROL ZONE" are strung across the area. The background shows a city skyline with a prominent skyscraper.

For Workers






- Demystifying union building trades
- Intervening in apprenticeship
- Reconnecting to opportunities





**HIRE
360**

IN PARTNERSHIP WITH

CHICAGO
AREA
DEVELOPERS

Assessment Form

TODAY'S DATE / /

This assessment will be used to determine eligibility for apprenticeship programs. This is not an application for employment. Please print legibly and complete all sections of the assessment. **Fill out this form or send a scan or photo of your completed assessment to HIRE360@LIVEUNITEDchicago.org to be connected to a partner who will help you seek out an apprenticeship!**

CANDIDATE INFORMATION

FIRST NAME	MI	LAST NAME	BIRTHDATE	/ /
ADDRESS				
CITY		STATE	ZIP	
PHONE	EMAIL			

Workforce Process - Big Picture

1. Recruit individuals who complete the assessment form at HIRE360Chicago.com
2. Orientation on the trades and practice test
3. Assessment of your skills, barriers and interests
4. Train for trades test – math and spatial, etc. - and soft skills – resume writing and interviewing
5. Apply for a trades program
6. Connect with a contractor sponsor
7. Support from the barrier reduction fund
8. Reconnect to opportunities



For more Information

HIRE360Chicago.com

Chynna S. Hampton

Director of Workforce Development

CHampton@HIRE360Chicago.com



IN PARTNERSHIP WITH



**CHICAGO
AREA
DEVELOPERS**



CHICAGO COOK
WORKFORCE PARTNERSHIP

A proud partner of the  AmericanJobCenter® network

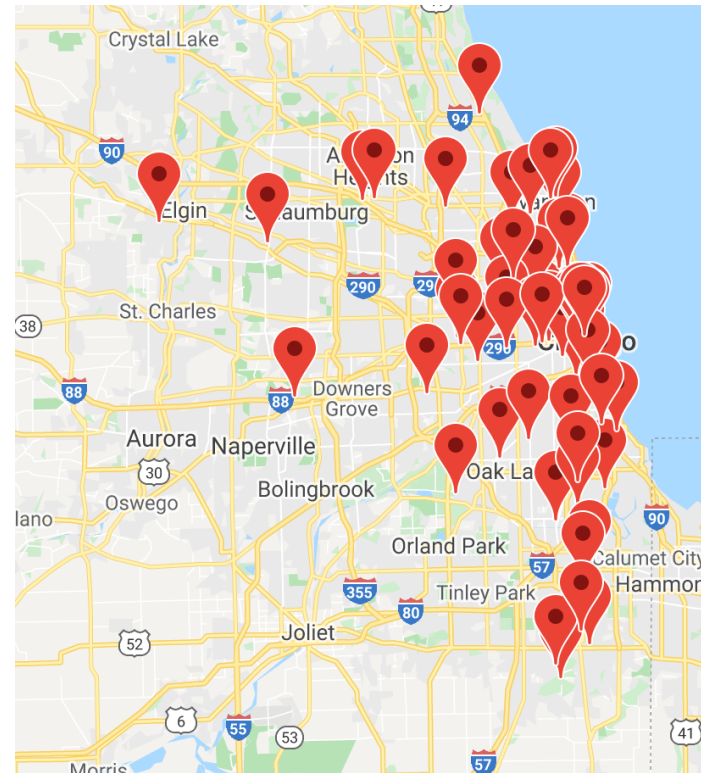
Chicago Cook Workforce Partnership Construction Initiatives

Jasmine Williams
Manager of Construction Initiatives

Chicago and Cook County Collaboration

The Chicago Cook Workforce Partnership operates the public workforce system in Chicago and suburban Cook County:

- 72 locations providing services to over 140,000 people and 1,000 businesses a year through WIOA programming and local initiatives
- Many services target communities with high rates of poverty and individuals who are historically underrepresented in the skilled trades
- Since 2012, The Partnership has leveraged its non-profit status to raise more than \$125 million in grants, gifts from corporations, foundations and high net worth individuals to supplement its federal programming



Business Service Design



CHICAGO COOK
WORKFORCE PARTNERSHIP

A proud partner of the AmericanJobCenter network



Business Relations and Economic Development

- Build Business Relationships
- Create Job Opportunities
- Central Staff
- Agency Staff



Sector Centers

- 3 Centers with specific industry focus provide TA to system
- Information Technology, Retail/Hospitality, and Health Care



Business Tools

- On-the-Job Training
- Customized Training
- Incumbent Worker Training
- Internships and Apprenticeships

Construction Initiatives



CHICAGO COOK
WORKFORCE PARTNERSHIP

A proud partner of the AmericanJobCenter network



Construction initiatives include recruiting, training, and placement opportunities for populations that are underrepresented in Illinois' high-demand skilled trades occupations.

Program staff connect job seekers to multiple levels of resources including intensive training depending on their interests and needs.

Job Seekers connect to services online or through our network of 70+ locations. They are supported throughout the career search by a coach and other services.

Job Seekers: tinyurl.com/ctaattccwp

Construction Initiatives



Services for Job Seekers

- Resume Refinement
- Interview Preparation
- Supportive Services- Union Fees, Tool/Equipment Purchase, transportation assistance
- Cohort Training (if available)
- Test Preparation (Access United pre-test)
- Apprentice sponsorship recommendation letters
- Entry into the Tollway Hiring Portal-Tollway sub contractors receive bid credits for hiring participants
- Employment Placement

Job Seekers:

tinyurl.com/construction-works

tinyurl.com/ctaaticcw

WIOA Business Services



CHICAGO COOK
WORKFORCE PARTNERSHIP

A proud partner of the AmericanJobCenter network

- On-The-Job Training (OJT)
- Incumbent Worker Training (IWT)
- Customized Training (CT)
- Work Experience (WEX)

Business
Services



Free resources for success!



On-The-Job Training

On-the-Job Training (OJT) is a “hire-first” program. Employer agrees to hire, train, and retain the individual upon successful completion of the training program.

- Businesses may be reimbursed for up to 75% of the new employee’s wages and the extraordinary costs of the training.

Incumbent Worker Training

Employers may receive full reimbursement of training cost for job-specific skills training of their existing workforce.

- IWT improves productivity, creates new revenue streams, and improves retention of valued employees.



Customized Training

Customized training can help an employer or group of employers meet their unique needs for skilled workers by providing up to 50% reimbursement of the training cost associated with a new or recently hired employee.

- Businesses receive training that is tailored to the industry need, delivered in a time frame and is location convenient to the business and employee.
- Businesses benefits through increased productivity, employee skills, and employee retention.

Work Experience

Work experience (WEX) is a planned, structured learning experience that takes place in a worksite for a limited period.

- A candidate for work experience is a registrant who is appropriate for long-term employment in a particular industry or occupation, but does not have all of the skills or experience to qualify for entry-level employment in the field.



Contractor Request for Tradespersons

ConstructionWorks Powered by the Illinois Tollway is a **FREE program** designed to link job seekers with opportunities for rewarding careers in Illinois' high-demand transportation related construction industry. **ConstructionWorks** supports men and women seeking career opportunities and advanced participation within the skilled building trades including heavy highway construction. Services are available at designated locations throughout Chicago, Suburban Cook County, Waukegan, Aurora and Rockford.

To help us understand and target your immediate needs, please complete this form outlining your available opportunities. Feel free to add any additional language at the end of the form that will help us more accurately satisfy your individual requirements. Once completed, you will be contacted directly by a member of the **ConstructionWorks** team within 24 hours.

Name of Employer *

FEIN Number

Employer Contact Name *

Employer Contact Number *

Employer Contact Email *

Street Address *

City *

State *

Zip Code *

Check the characteristics that apply to your company:

☐ Union Shop

☐ Non-Union Shop

<https://tinyurl.com/hirecw>

Employers



CHICAGO COOK
WORKFORCE PARTNERSHIP

A proud partner of the AmericanJobCenter network



ANY
QUESTIONS
?



Get started today



CHICAGO COOK
WORKFORCE PARTNERSHIP

A proud partner of the AmericanJobCenter network



ConstructionWorks

POWERED BY THE ILLINOIS TOLLWAY

Teaching Trades, Building Careers

Contact Us:

Jasmine Williams, Manager of Construction Initiatives

jwilliams@chicookworks.org **(312) 758-4802**

Employers:

Patricia Moore, Business Relations Specialist

pmoore@chicookworks.org **(312) 758-3531**

Job Seekers:

tinyurl.com/ctaatchwp

tinyurl.com/construction-works

@ChiCookWorks #ChiCookWorks

FOLLOW US ON SOCIAL MEDIA!



[FACEBOOK.COM/CHICAGODPS](https://www.facebook.com/CHICAGODPS)



[TWITTER.COM/CHICAGODPS](https://twitter.com/CHICAGODPS)



[YOUTUBE.COM/CHICAGODPS](https://www.youtube.com/CHICAGODPS)



[LINKEDIN.COM/COMPANY/CHICAGODPS](https://www.linkedin.com/company/CHICAGODPS)

