

Welcome To The DPS Workshop



Workforce Development Incentives & Programs

Workforce Development Incentives & Programs

- The City of Chicago has put numerous initiatives in place to significantly 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. This workshop will cover the Chicago Residency Ordinance and local hiring requirements as well as bid incentives related to workforce development. Additionally, information about programs from The Department of Family and Support Services and Chicago Cook Workforce Partnership will be made available.



CHICAGO COOK
WORKFORCE PARTNERSHIP



Programs & Bid Incentives



Alternatively Powered
Vehicles Ordinance



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
- Applies to 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, regular employees (non-labor hour employees)
 - 6%: eligible for 4% incentive and at least 50% of full-time employees are City residents
 - 8%: eligible for 6% incentive and the majority of City resident employees reside in a socio-economically disadvantaged area of



Diverse Workforce and Management Incentives

- Incentive for businesses who employ a diverse workforce and diverse management.
 - Workforce includes all full-time employees.
 - Management includes all owners, partners, and any others who have a fiduciary duty to the business
- Applies to all City funded contracts valued at \$100,000 or more.
- Prime contractors can qualify for both incentives.

<i>Total Percent of Prime Contractor Management That Is Diverse</i>	<i>Bid Incentive</i>
10 percent to 20 percent	0.5 percent of the contract base bid
Greater than 20 percent up to 40 percent	2 percent of the contract base bid
Greater than 40 percent	4 percent of the contract base bid

<i>Total Percent of Prime Contractor Workforce That Is Diverse</i>	<i>Bid Incentive</i>
10 percent to 20 percent	2 percent of the contract base bid
Greater than 20 percent up to 40 percent	4 percent of the contract base bid
Greater than 40 percent	6 percent of the contract base bid

Equal Employment Opportunity

- Encourages bidders to commit to utilizing minority and female journeyworkers, apprentices, and laborers
- Applies to City-funded construction contracts valued at \$100,000 or more
- Bidders can propose minority and female utilization commitments for the project up to:
 - 15% for female workers (up from 10%)
 - 70% for minority workers (up from 50%)
 - Utilization can be higher but is capped for purposes of calculating the award criteria figure
- Contractors can receive 150% credit toward their commitment for each labor hour worked by employees from socio-economically disadvantaged areas



Apprentice 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 sponsor 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; 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

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 at <https://www.cityofchicago.org/city/en/depts/dps/provdrs/comp.html>

Ray Bentley,
Chief Community Officer
Chicago Cook Workforce Partnership



CHICAGO COOK
WORKFORCE PARTNERSHIP



A proud partner of the AmericanJobCenter® network

About The Partnership

- ❖ *Nation's 2nd largest Local Workforce Development Area (non-profit administrative agency)*
- ❖ *Oversee network of 53 delegate agencies, 10 One-Stops, 8 satellite centers, 3 sector centers (Healthcare, IT, and Hospitality/Retail)*
- ❖ *Nearly 40,000 placements since 2012 reconfiguration*
- ❖ *Serve 140,000 people per year, approximately 15,000 trainees*
- ❖ *\$62M budget*
- ❖ *\$40M in leveraged funding over 3 years*

Partnership Vision and Mission

Vision

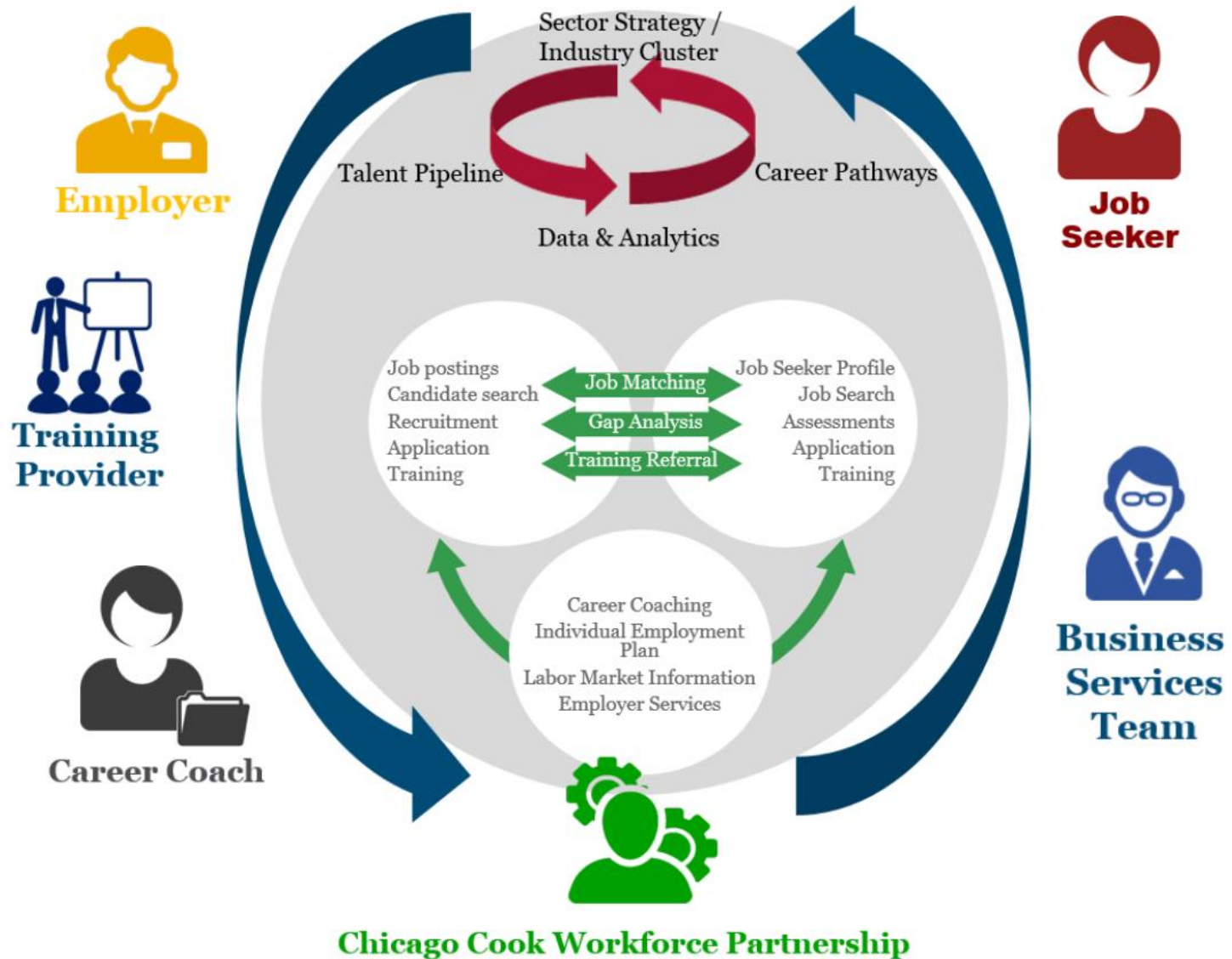
Every person has the opportunity to build a career; every business has the talent to grow and compete in a global economy.

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



Meeting Employer Needs Through

- *Technical Assistance*
- *Employer Development Services*
- *Talent Acquisition*

Mariano's Example



49 delegate agencies



10 high volume workforce centers



9 satellite centers and
retail/hospitality sector center



3500 Identified and Pre-Screened



1500+ Hired

Regional Labor Market

We train for Chicagoland's most in demand occupations



Business and Professional Services



Healthcare



Hospitality/Culinary



Retail



Information Technology



Manufacturing



Transportation, Distribution, and Logistics

Labor Market Information

Career Pathways

MANUFACTURING OCCUPATIONS

POSITIONS

Industrial Production Manager
Design Engineer
Industrial Health and Safety Engineer
Plant Manager

MANAGEMENT
\$27 PER HOUR AND UP

SKILLS AND KNOWLEDGE

Bachelor's to Master's Degrees
Advanced Supervisory Skills
Job Experience/Seniority
Advanced Training

First Line Supervisor
Occupational Health and Safety Specialist
CNC Machine Programmer 8/or Operator
Tool and Die Maker
Welder (over 5 yrs. experience)
Millwright
Engineering Technician

SKILLED
\$21 - \$27 PER HOUR

Drafter (less than 5 yrs. experience)
CNC Machine Apprentice
Machinist Apprentice
Welder (less than 5 yrs. experience)
Industrial Machinery Mechanic
Machinery Maintenance Worker
Quality Control Inspector

SEMI - SKILLED
\$14 - \$20 PER HOUR

Assembler (less than 5 yrs. experience)
Machine Operator (less than 5 yrs. experience)
Inspector
Forklift Operator
Packer

ENTRY LEVEL
\$13 or less PER HOUR

Based on data for production occupations, 2014- 2024 from Economic Modeling Specialists International (EMSI)

Chicago Cook Workforce Partnership

Where Are the Jobs? reports

Target Occupational Profiles



PHYSICAL THERAPY AIDE and ASSISTANT TARGET OCCUPATION PROFILE

Physical Therapist Assistants
Physical Therapist Aides

Jobs in 2012	Expected Growth by 2022	Yearly Openings	Entry Level Wage	Mid-Level Wage	Experienced Wage	Average Yearly Salary
1,500	30%	94	\$10	\$24	\$34	\$48,200
1,218	28%	73	\$9	\$11	\$14	\$23,600

Source: EMSI 2012, O*NET, Illinois WorkNet, American Community Survey 2009-2011 for Cook Co., Illinois Physical Therapy Association. Covers SOC codes 31-2021 and 31-2022.

JOB DUTIES

Physical Therapist Aides and Assistants help their pain and increase strength with disabilities and injuries, or from a stroke or heart disease. Physical therapists to carry out patients how to do therapeutic exercises, braces, prostheses, crutches, or massage, aquatic physical therapy, and patient progress.

WHAT FOR ME?

Physical therapist aides are required to have at least a high school diploma or GED. Physical therapist assistants are required to complete an approved, accredited two year degree program and pass an exam administered by the Illinois Department of Professional Regulation. Must have subject matter knowledge in anatomy and physiology, and be good at communication and problem solving, and enjoy working with people and be customer service oriented. May work evenings and weekends, depending on the employer's hours of operation.

WHAT ARE THE ADVANCEMENT?

Physical therapist aides may return to school to become physical therapist assistants (requiring a two-year degree) or earning a master's degree.

GET TRAINING?

Visit training.com to search for WIA-certified training providers in Cook County, based on cost, location, completion rate, employment, and wages.

ST EMPLOYERS IN THE INDUSTRY?

Hospitals, nursing care facilities (Lydia Healthcare, Crestwood Care Center)

WHAT SHOULD I LOOK FOR IN HELP WANTED ADS?

Physical Therapist Assistant (PTA), physical therapy technician, licensed physical therapist assistant (LPTA), physical rehabilitation aide

Partnership
2860, Chicago, IL 60602
chicagocookworkforce.org

on in Illinois at <http://www.ijpt.org>

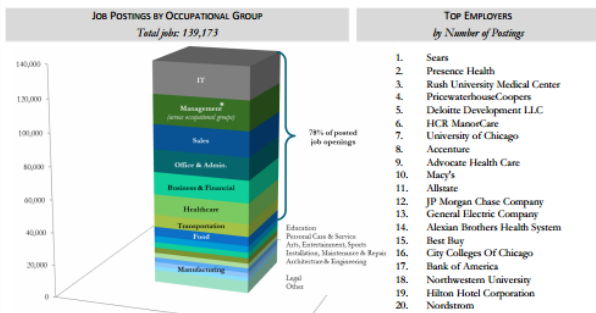
be Partnership's WIA Individual Training Accounts (ITAs) and do not represent a complete list of important or high demand occupations.



CHICAGO COOK WORKFORCE PARTNERSHIP

Revised June 2013

Where are the Jobs in Cook County? A summary of local job postings by occupation, employer, and skills needs



The Partnership analyzed 139,173 online job postings from July through September 2014 to develop an understanding of current job demand and employer needs in Chicago and Cook County.

IT	SALES
OCCUPATIONS <ul style="list-style-type: none">Software developers, applicationsComputer systems analystsComputer user support specialistsComputer systems engineers/architectsBusiness intelligence analysts	OCCUPATIONS <ul style="list-style-type: none">Sales representatives (wholesale, manufacturing, technical, scientific)Retail salespersons, cashiers & retail supervisorsSales agents (financial services, insurance, real estate)Demonstrators & product promotersTelemarketers
CRITICALS <ul style="list-style-type: none">Certified info. systems security professional; systems auditor; security manager (CISSP/CISA/CISM)Cisco certified network associate; network professional; internetwork expert (CCNA/CCNP/CCIE)Microsoft certified professional or systems engineer (MCP/MCSE)	CRITICALS <ul style="list-style-type: none">Financial licenses (see business & financial below)Insurance licenses (property & casualty; health; life)Mortgage licenseReal estate license
SKILLS <ul style="list-style-type: none">Programming languages (JAVA, JavaScript, C#, Python)Database skills (SQL, Oracle)Software frameworks (NET)Operating systems (Linux, UNIX)	SKILLS <ul style="list-style-type: none">SalesMerchandising & product demonstrationBusiness developmentAccount managementLoss prevention

Note the source: This report includes a list of high demand skills in each occupational group, to give a fuller picture of labor market demand.

* Detail on the "management" occupational group was removed from the report to make room for more detail on the other groups. Top management occupations tended to echo those listed elsewhere in the report. Top management certifications included Project Management Professional (PMP), Six Sigma, and Certified Service Manager (CSM).

The Where are the Jobs report should not be used as a comprehensive list of available jobs in Cook County. Some industries and occupations, such as those that are heavily unionized and those that advertise through word of mouth, tend not to post openings online so may be underrepresented here. The data covers jobs that were available at any time during the quarter - those include positions that have been filled and postings that have been removed for other reasons. The data on high demand occupations is limited by the fact that the majority of job descriptions do not list specific credentials. For more information on job postings data, please contact The Chicago Cook Workforce Partnership via our website <http://chicagocookworkforce.org> or email info@chicagocookworkforce.org.

Strategic Use of Training \$

The Partnership analyzed...

Labor market information (LMI) on industries and occupations

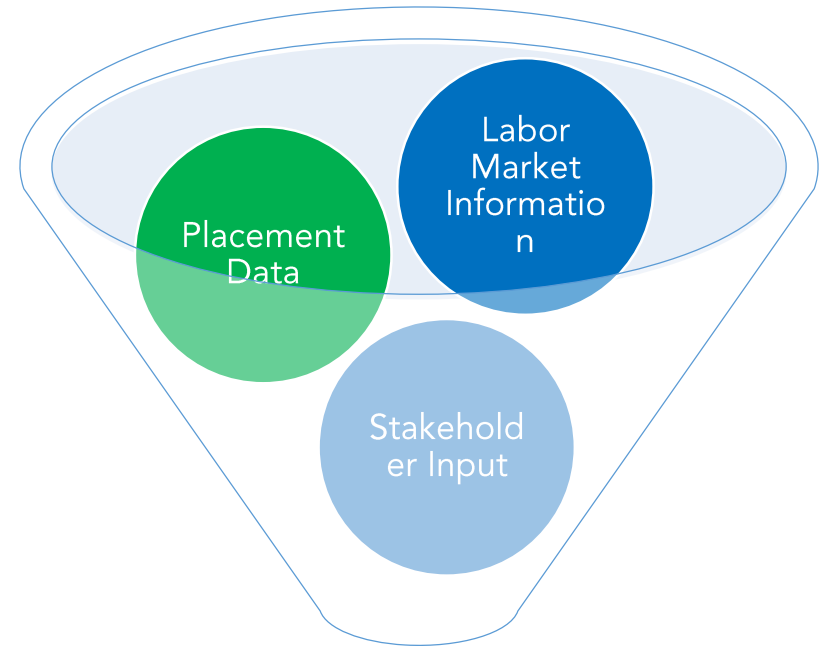
- Projected job growth and openings
- Wages
- Education/training requirements

Career pathways within industries, and transferability of skills

Job placements of recent ITA recipients

- Job title
- Employer

Input of local workforce experts and stakeholders



7 target industries

40 target occupations
(95 SOC/ONET codes)

On-The-Job Training Program

On-The-Job Training (OJT) Provides:

- Payments to offset training costs
- Opportunities to train employees your way
- Investments in your company

Specifics of OJTs

On-The-Job Training is ideal for businesses:

- Operating year round
- Help reduce employee turnover
- Paying an hourly wage or salary equal to or more than minimum wage
- Employing numerous workers with the same or similar function



Juan Cruz,
Workforce Services Coordinator
Chicago Department of Family & Support Services

DFSS - Mission Statement

Working with community partners, we connect Chicago residents and families to resources that build stability, support their well-being, and empower them to thrive.

Largest Social Service Provider in Chicago

Chicago Department of Family and Support Services
Seven program divisions:

**Children's
Services**

**Youth
Services**

**Domestic
Violence
Services**



**Workforce
Services**

**Homeless
Services**

**Senior
Services**

**Community
Service
Centers**

Invest over \$300M Serving 300,000

DFSS invests \$350 million annually serving 300,000 of Chicago's residents*:

Children's Services

What

- Early Head Start
- Head Start
- Child Care

How

- Large, multi-service organizations
- Local daycare sites

Youth Services

What

- One Summer Chicago
- Out of School Time
- Justice involved youth

How

- Employers
- Mentoring providers

Domestic Violence Services

What

- 24/7 domestic violence hotline
- Legal advocacy

How

- Legal aid clinics
- Counseling providers



Workforce Services

What

- Job preparation, training, and placement
- Community Re-Entry Support Centers

How

- Workforce centers
- Delegate agencies

Homeless Services

What

- Emergency rental assistance
- Education, employment, and legal assistance

How

- Homeless shelters, case management, outreach

Senior Services

What

- Meals on Wheels
- Housing assistance
- In-home care

How

- Senior centers staffed by DFSS employees and delegate agencies

Community Service Centers

What

- Case management
- Referrals to services

How

- Community Service Centers staffed by DFSS employees

Workforce Services and Assisting Ex-offenders

- **How is DFSS involved?**

Through its contracted Delegate Agencies, DFSS provides job training and placement services to high-need populations including formerly incarcerated individuals, homeless individuals and persons with limited English proficiency. Through employment preparation services, transitional jobs programs and skill training in high demand industries, individuals gain valuable work experience and skills needed for the workplace or move on to more advanced education and training programs.

Workforce Services and Assisting Ex-offenders

- **Do we have the capacity to meet the needs of the employer?**

Last year through our partner agencies, DFSS serviced over 1000 people, with approximately 600 people obtaining employment. There were also 14,000 people who came through our Community Re-Entry Support Centers, so we have a strong pipeline to handle the influx of employees. Out of our 48 delegate agencies, 14 work specifically with ex-offenders. DFSS' Community Reentry Support Center Ward Locations will serve as 'hubs' for employers as well as employees.

Community Re-Entry Support Centers

Our network of agencies will provide qualified, screened applicants that meet the minimum requirements for your open position. Please contact any of the Community Support Centers to assist with your hiring needs:

Westside Health Authority Center

5816 West Division Street

Chicago, IL 60651

(773) 664-0612

Contact: Roger H. Ehmen, Director
Director

Howard Area Community

1623 West Howard St.

Chicago, IL 60626

(773) 332-6772

Contact: Charles Hardwick,

Teamwork Englewood

6424 South Halsted

Building W, Rm W133

Chicago, IL 60621

(773) 488-6607

Manager

Phalanx Family Services

837 West 119th Street

Chicago, IL 60643

(773) 291-1086

Contact: Hugo Davis, Case

TRAINING • OUTREACH • COMMUNICATIONS



www.facebook.com/ChicagoDPS



[@ChicagoDPS](https://twitter.com/ChicagoDPS)



www.youtube.com/ChicagoDPS



www.cityofchicago.org/dps



2019 WORKSHOP SCHEDULE
[WWW.CITYOFCHICAGO.ORG/D](https://www.cityofchicago.org/dps)

Note: All bid advertisements, addenda, upcoming workshops, events, new policies, and procedures that affect vendor community.



Questions?

Thank You for Attending...



FAIRNESS • TRANSPARENCY • DIVERSITY • INCLUSION



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City Hall Bid & Bond Room 103 • 11th Floor Room 1103

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youtube.com/ChicagoDPS

