

2022 Annual Impact Report



A Letter from our Board Chair

Dear Supporters, Partners, and Friends:

As we reflect on 2022, it was a milestone year for Skills for Chicagoland's Future (Skills). As the organization entered its tenth year, we achieved a goal that seemed impossible in 2012; we placed our 10,000th Chicagoan into a job. More than the number, it is about the people themselves. A job can be life changing, and it is an honor that so many people have trusted Skills to help them along in their employment journey. Additionally, over 70% of those individuals reside on the south and west sides of Chicago.

Beyond the numbers, we have kept our promise to locate in underserved neighborhoods and in 2022 began operating out of North Lawndale. The Skills Neighborhood Link office in North Lawndale is housed at the North Lawndale Employment Network, and we're thrilled and thankful to have them as a partner. With already operating locations in the Loop and Englewood, this network of office locations across Chicago can help to serve more job seekers in need of work closer to where they live.

Beyond Chicago and Rhode Island, our national expansion efforts have yielded a new site in Phoenix which will begin operating in 2023. We are also so proud that our model continues to serve as a best practice as we continue to work with cities and regions across the country to bring the Skills model to their area.

Now more than ever, employers must commit to hiring a more diverse workforce and seeking talent in new places. Our approach is the fastest way to level the economic playing field, especially in Chicago's underinvested communities. While we are making great strides, until job equity and inclusive hiring are the 'norms,' there will continue to be much work to do.

Lastly, Skills turned to a new chapter as 2022 came to a close. Skills' founding CEO, Marie Trzupsek Lynch, departed the organization, and we are forever thankful for her passionate drive. Her work led to these outstanding results, and put Skills on a trajectory to continue to grow and impact more lives. The most impactful legacy Marie left Skills was a powerful, high-functioning team that hasn't missed a beat as we continue to extend Skills' reach and impact.

The work is not done and these meaningful strides over the past ten years are only the beginning of our story. We will not be done until the path to economic equity is within sight for everyone. This can be done if we all work together. Please find a way to hire, donate, or volunteer at Skills for Chicagoland's Future in 2023.

We look forward to expanding and strengthening our partnerships and growing our impact in 2023 and beyond. Thank you for your ongoing support.



Mark Hoplamazian

President & Chief Executive Officer, Hyatt Hotels Corporation
Board Chair, Skills for Chicagoland's Future

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10 Years of Bridging the Access Gap

We believe that everyone should have equal access to jobs. At Skills, we work to make that possible by reducing barriers to employment through partnering with leading companies who are ready to hire unemployed and underemployed job seekers. Jobs can be life-changing, and we're here to make that a reality.

We are committed to growing our impact by scaling our demand-driven programs, diversifying job types, and driving innovation. Our end goal is to place even more unemployed and underemployed job seekers into roles that drive their career growth and financial mobility.

SKILLS CUMULATIVE IMPACT

10,900+

job seekers placed into roles by Skills

120+

employer partners

66%

of placements identify as female

88%

of placements identify as BIPOC

69%

of placements are from the south and west sides of Chicago

\$247.6M

total wage impact

How We Work

We know that what hinders job seekers more often than the “skills gap” is the “access gap”, so we flip the traditional workforce development model and start with the job. Working with our network of employer partners, we identify long-term hiring needs and connect unemployed and underemployed talent directly to open roles. We reduce barriers to employment and impact economic mobility in Chicago’s historically underinvested communities by working with our hiring partners to eliminate barriers that disqualify candidates unnecessarily.

CURRENT “SUPPLY-FOCUSED” MODEL



SKILLS’ JOBS-FIRST MODEL



A candidate interviews with a Skills Talent Acquisition staff member during our Spring Hiring Fair which was held at our Chicago Loop location on March 22, 2022.



Skills staff along with hiring partners at an Englewood community event on August 17, 2022.

2022 Job Placements

The Skills team served 13,000+ local job seekers through application screening, hiring events, community partner referrals, and our career development programs in 2022. Below is a demographic snapshot of the local talent we placed into quality jobs with leading local and national companies committed to inclusive hiring by reducing barriers to employment.

1,579

job seekers placed into roles by Skills

91%

of candidates identify as BIPOC

77%

of candidates identify as African American or Black

10%

of candidates identify as Hispanic or Latinx

62%

of placements identify as female

36%

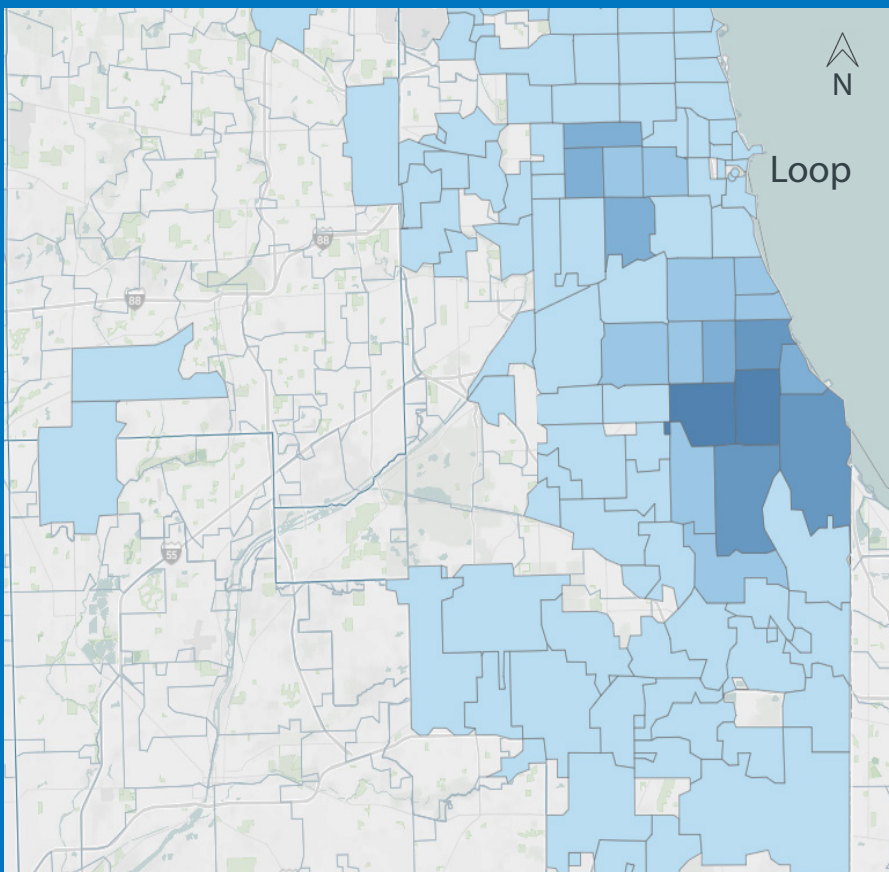
of placements are 24 or younger

29

average age of candidate

79%

of candidates list their highest education level as High School diploma/GED or some college



We intentionally focus on placing unemployed and underemployed job seekers from neighborhoods with the highest unemployment rates and underinvested communities. The darker shading on the map signifies the most placements. The list of top placement neighborhoods is on the next page.

Embedded in the Community

Skills Neighborhood Link locations were developed to partner with and provide resources and support from the Skills team in neighborhoods, as part of our commitment to reducing barriers to employment and building access to economic opportunity. Our co-located sites serve as a hub for employers, job seekers, and the community at large. To date, we've hosted job fairs, meetings with funders and partners, and appointments for local candidates to meet with our team.

In 2021, we opened the doors to our first Skills Neighborhood Link location, co-located with the Greater Englewood Community Development Corporation at 815 W. 63rd Street, on Chicago's south side. In 2022, we brought staff to co-locate with with the North Lawndale Employment Network at 1111 S. Homan Avenue, on Chicago's west side.

Over 70% of our placements are local talent from Chicago's south and west side neighborhoods:

52%

placements from the south side

19%

placements from the west side

Top Placement Neighborhoods

- | | |
|---------------------------|-------------------|
| 1. Austin | 6. North Lawndale |
| 2. South Shore | 7. Chatham |
| 3. Auburn Gresham | 8. Englewood |
| 4. Greater Grand Crossing | 9. Woodlawn |
| 5. Roseland | 10. South Chicago |



A job seeker interviews with a Skills Talent Acquisition staff member at a job fair at our south side Neighborhood Link location.

Personal Success Stories

Meet a few job seekers who were either placed into jobs or promoted in 2022 with the help of Skills for Chicagoland's Future.



LYNNETTRA H.
BANKER, ASSOCIATED BANK

Having worked in banking for over 15 years, Lynnettra was shocked when she was still unemployed nine months after losing her job due to company-wide layoffs. She knew she just had to find a job to support herself. Lynnettra discovered Skills, applied, and was soon hired at Associated Bank in August 2022. She used her previous experience to quickly be promoted, within one month! Lynnettra is currently working towards her goal of becoming a Manager or Operations Specialist at Associated Bank, and continuing to progress in her banking career.

"I definitely would recommend Skills to other job seekers! Skills has a lot of great connections and great people. Everyone is so welcoming."

MARY C.
DIETARY SERVICE AIDE, NORTHWESTERN MEDICINE

After being unemployed for a year, Mary started to feel her life-long dream of establishing a career in healthcare slip away. That was until she learned about a Skills hiring event through a segment that aired on ABC7 Chicago News. She applied for the Dietary Service Aide role at Northwestern Medicine through Skills, and was offered the position! Mary now has plans to pursue her bachelor's degree in nursing while working. She feels like she is back on the path to achieving her career goals.

"I'd say to anyone looking for work, take a chance and go through Skills. They have so many options available, and you don't just get the same help you'd get from a company's website (applying for a job). Skills' communication really stood out to me. They always called to check in on how the interview process was going and I really appreciate that."



ALANA B.
LEAD ASSOCIATE OF OPERATIONS, JPMORGAN CHASE & CO.

Unsure of how to start a career in banking, Alana would often strike up conversations with bank tellers when she delivered the deposit for her job at an electronics store. She learned about Skills through a job fair and figured this was her chance to pursue her passion. In March 2020, Alana applied for the Associate Banker role with JPMorgan Chase & Co. through Skills and was hired. Since then, she has been promoted twice, now working as a Lead Associate of Operations since November 2022. Alana's opportunities with JPMorgan Chase & Co. have provided her with financial stability, the ability to build credit so that she can buy her own house, and the support to work on a master's degree in digital marketing.

"Skills prepared me so well and I love that they checked in with me during the interview process. There were no surprises; I always knew what to expect. Skills has helped tremendously with my networking skills as well as my confidence and I'm so grateful."

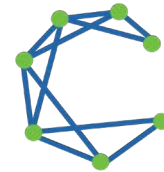
Delivering More than a Job

Our Career Access programs connect job seekers with long-term careers and pathways into middle skill roles by combining quality jobs with coaching, mentoring, professional development, and educational opportunities.



**PIVOT TO
SUCCESS**

Partnering with leading local companies to develop career pathways for job seekers, the Pivot to Success program impacts job seekers looking for more than a job. Participants are fast-tracked from an entry-level job into short-term education at no cost—all while receiving mentorship and guidance to help them achieve a promotion and begin progressing along their career journey as stackable credentials are completed.



**CREDENTIAL
CONNECTION**

Job seekers can put their recently attained credentials to use through the Credential Connection program. After completing a training or certification program with a partner organization, participants receive job readiness training and have access to customized professional development through resume prep, interview prep, and employer-tailored guidance. Upon program completion, our team will submit qualified candidates to our employer partners currently hiring.

SUCCESS STORY

LATRICE B.

**NURSING SUPPORT ASSISTANT,
UCHICAGO MEDICINE**

Latrice was previously working in home care but decided it was time to pursue new opportunities. In her search, she received an email from Skills about becoming a Nursing Support Assistant (NSA) with UChicago Medicine through Skills' Pivot to Success program. Latrice was enticed by a position that involved educational opportunities, work experience, and pathways to career advancement.

After connecting with the Skills Pivot to Success program in 2022, Latrice secured a position with UChicago Medicine as a NSA Extern. Finishing at the top of her class, Latrice concluded her externship and clinicals on July 30, 2022, and is now a full-time NSA at UChicago Medicine.

"Jay, Yesenia, and Cecily were three people I worked with the most. The team was the support system I needed from the beginning to the end. I am forever grateful for them as well as the Skills program. My life has changed just like I wanted it to and I'm happy to go into work each shift."



Our Employer Network

Our team helps to connect employers to a diverse pool of local job-ready unemployed and underemployed talent. We are proud to have partnered with these employers who hired Skills job seekers in 2022.



Employer Spotlights



Since 2017, we've partnered with Jewel-Osco to hire close to 1,000 job seekers throughout Chicagoland. Even during the pandemic, they continued to be one of our most active employer partners. With nearly 350 Skills placements over the past two years, Jewel-Osco has hired people into various roles including Cashiers, Department Manager Trainees, Pharmacy Technicians, Store Manager Trainees, Warehouse Associates, and more.

In 2022, throughout the month of August, we were honored to have Jewel-Osco support Skills through their Register Round-Up Campaign at 180 Jewel-Osco locations across Chicago and the surrounding suburbs! Anyone who shopped at Jewel-Osco in August had the opportunity to add \$1, \$3, \$5, etc. to their purchase at checkout. \$379,161.25 was raised, and all funds contribute to our mission of creating economic opportunity for Chicago's unemployed and underemployed.

We are proud and incredibly grateful for Jewel-Osco for their loyalty and dedication to getting Chicago back to work.



BANK OF AMERICA

A global financial institution with a strong retail presence throughout Chicagoland, Bank of America is dedicated to hiring candidates from diverse and historically disinvested communities and preparing candidates for ongoing career opportunities. They are committed to helping all of their employees become strong teammates, grow professionally, and lead better financial lives.

With over five years of financial support, including grants for our Career Pathways programming, Bank of America has also hired more candidates in 2022 than in previous partnership years. They have employed job seekers across various roles including Advanced Client Solutions, Relationship Banker, Wealth Management Associate, Client Services Representative, and more.

Additionally, Bank of America announced that Skills for Chicagoland's Future was chosen as one of two Chicago nonprofits to receive the 2022 Neighborhood Builders Award! This recognition includes a \$200,000 grant and leadership training to help us continue to get the unemployed and underemployed back to work across Chicagoland.



One of the Fortune 100 Best Companies to Work For, AIM Specialty Health boasts a collaborative, innovative, impact-driven culture. They are invested in the local community and committed to developing leaders from within.

In 2022, approximately 10% of the customer service team hires for AIM Specialty Health were filled through Skills. Additionally, Skills hires for 2022 achieved a 90-day retention rate of 83%, making the retention rate the highest amongst all Skills partners!

Community Partnerships

Our Community & Strategic Partnerships team dedicated their efforts in 2022 to deepening engagement with our network of local workforce partners and generating more efficient and effective candidate journeys. In 2022, the number of candidates hired through referrals increased through an optimized process. Our team is also growing our community partnerships in South and West Side neighborhoods, working with partners located in the community to better serve local talent. Currently, Skills has staff co-located with two local partners in Englewood and North Lawndale.



Skills staff participating in the St. Sabina Career Fair on September 22, 2022.



A job seeker talks with Greater West Town Project, one of our community partners, during our Spring Hiring Fair which took place at our Chicago Loop location on March 22, 2022.

OUR REFERRAL NETWORK

The following community partner organizations referred job seekers to Skills that were placed into jobs in 2022.

Arrupe College of Loyola University	BUILD Chicago	Centers for Changing Lives	Chicago Scholars	Chicago Urban League	City Colleges of Chicago
The Community Builders	Greater West Town Project	Growing Home, Inc.	Heartland Alliance	Housing Forward	Housing Opportunities for Women
Illinois Department of Employment Security	Instituto del Progreso Latino	La Casa Norte	LIFT-Chicago	LYTE Collective	Mercy Home for Boys & Girls
Metropolitan Family Services	National Able	Noble Network	North Lawndale Employment Network	Preservation of Affordable Housing	St. Sabina ERC
Teamwork Englewood	Urban Alliance	Youth Guidance	Youth Job Center	YWCA	

Employment Champions Breakfast

On October 4, 2022, we celebrated ten years of getting Chicago back to work! In person at the Hyatt Regency Chicago, and with over 700 guests in attendance, we highlighted the people who have been directly impacted by our efforts while honoring community and corporate partners who have been integral to our success.

2022 AWARD WINNERS

CHAMPION FOR THE UNEMPLOYED



10-YEAR EMPLOYER PARTNERS



10-YEAR ADVOCATE & COMMUNITY PARTNERS

Association House of Chicago	Cara Chicago	Chicago Department of Aviation	Chicago Department of Family and Supportive Services	Chicago Scholars
Chicago Urban League	City Colleges of Chicago	CRED Chicago	Greater Englewood Community Development Corporation	Greater West Town Community Development Project
Growing Home	Heartland Alliance	Illinois Department of Employment Services	LIFT-Chicago	Mercy Home for Boys & Girls
Metropolitan Family Services	New Moms	Noble Network Alumni Network	North Lawndale Employment Network	Paul Simon Job Corps
Phalanx Family Services	Preservation of Affordable Housing	Saint Sabina Employment Resource Center	Teamwork Englewood	Urban Alliance



Employment Champions Breakfast

2022 SPONSORS

PRESENTING SPONSOR



CHAMPION SPONSORS

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& Rachel Kohler

Greg & Anna
Brown

Margot & Tom Pritzker
Family Foundation



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Mary Dillon



LATHAM & WATKINS LLP



Employment Champions Breakfast

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FRIEND SPONSORS

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The Chicago Community Trust	Jeff & Connie Childs	CDW	Freedman Seating Company	Grainger
David Hiller	Mark and Pam Kendall	Kin + Carta	Korn Ferry	Lenovo
Mondelez International	ORBA	Preservation of Affordable Housing	Protiviti	Shaker Recruitment Marketing
Glenn Tilton	University of Chicago Office of Civic Engagement	Voya	The Donald E. Thompson & Kathleen Wilson-Thompson Family Fund	WTW

Expanding Beyond Chicago

NATIONAL EXPANSION



In 2022, we announced that Skills for America's Future, a national expansion initiative operated by Skills for Chicagoland's Future, has partnered with Greater Phoenix Chamber Foundation to bring the jobs-first model to Phoenix, AZ. Phoenix will now be the third affiliate, including Chicago and Rhode Island, but the first "Powered by Skills" affiliate. This relationship creates a bolt on solution that is additive, not duplicative to an established organization seeking to provide workforce solutions.

We are proud that our model is a best practice as we continue to work with cities and regions across the country and to better serve employers and job seekers across the country. Learn more, stay connected, and get engaged by visiting www.SkillsForAmericas.org.

A special 'thank you' to the donors supporting the national expansion work: the Aviv Foundation, the Charles Koch Foundation, Dennis and Joan Berger, Mike and Cindy Bonds, the Community Focus Fund at the Chicago Community Foundation, Mark Hoplamazian and Rachel Kohler, JPMorgan Chase Foundation, Mark and Pam Kendall, Art Margulis, Joe and Elizabeth Pomerence, Stand Together Foundation, Suffolk Cares, the Donald E. Thompson and Kathleen Wilson-Thompson Family Fund at the Ayco Charitable Foundation, and Walmart.org.

Cumulative Impact Across Skills Sites

The Skills model has proven successful in two vastly different geographies. In both Chicago and Rhode Island, Skills has placed hundreds of unemployed and underemployed individuals into jobs each month.



19,000 +
people placed into
jobs

310
employer partners

90%
of placements
identify as BIPOC

CBO Collective

Skills is proud to be one of the founding organizations of the Community Based Organization Collective (CBO Collective) and currently acts as the fiduciary partner.

The CBO Collective exists to provide employers with a central point of access for local talent that face barriers to employment. It was formed to increase employment of Chicago's south and west side residents by aligning corporate demand with a collective workforce development approach. Driven by the spirit of inclusivity, 16 founding non-profits have organized for systems change. Through the shared efforts of member organizations, the CBO Collective is able to place hundreds of additional people into jobs, on top of the cumulative thousands who are served independently.



CBO leadership



The CBO welcomed job seekers and community partners at their Southside Hiring Event on July 21, 2022.

OUR MEMBERS



OUR FUNDERS

\$500,000+
Google

\$100,000-\$499,999
JPMorgan Chase & Co.
World Business Chicago

\$50,000-\$99,999
Lloyd A. Fry Foundation

\$2,500-\$49,999
AT&T

Diversity, Equity, & Inclusion

VOICES OF OUR STAFF

Skills' intentional approach to diversity, equity & inclusion, is woven into the fabric of our work with external stakeholders and in our company culture. The three pillars of DEI at Skills are: the quality and diversity of jobs we offer candidates, how we inclusively communicate our work internally and externally, and making space for our staff to bring their full selves to work.

The Voices of our Staff (VOS) group at Skills formed to create opportunities for staff to embrace a culture of inclusion and promote cultural diversity at Skills. VOS is a safe space for the open sharing of ideas and to support voice and agency for the team. The annual focus of the VOS group is informed by the entire staff through surveys and engagement activities to identify events, holidays, and recognition months that are significant to them. VOS then organizes panels, celebrations, and informational discussions around these priorities. Some of the events that took place in 2022 include:

- "I am Woman" Breakfast for Skills' staff who identify as women. This event was held on International Women's Day.
- Themed lunches to highlight food from different cultures (i.e. AAPI lunch from Taste of the Philippines)
- Black History Month Trivia
- "Beyond the Binary" discussion with staff for Pride Month
- Neighborhood Mural Walk in Pilsen with staff for Hispanic Heritage Month
- Juneteenth Edition Jeopardy

Our staff members are encouraged to participate and share their unique views at all VOS events.



Skills staff at the Neighborhood Mural Walk in Chicago's Pilsen neighborhood.



Skills staff and volunteers at North Lawndale Employment Network's Thanksgiving volunteer event.

Funding & Support

Creating sustained impact requires the funding support of many individuals, corporations, foundations, and government organizations. The support we received in 2022 truly impacted the job seekers we were able to place, their families, and the entire region.

\$1,000,000 +

City of Chicago's Department of Family & Support Services

\$100,000 - \$499,999

Anonymous
Bank of America Foundation
Discover
International Youth Foundation
Jewel-Osco
JPMorgan Chase & Co.

Motorola Solutions Foundation
Pritzker Traubert Foundation
Walgreens

\$50,000 - \$99,999

BDT & Company, LLC
Chicago Fire
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Hyatt Hotels Foundation
Margot & Thomas Pritzker Family Foundation

One Ten Coalition
Paul M. Angell Family Foundation
Polk Bros. Foundation
Harry and Jeanette Weinberg Foundation

\$25,000 - \$49,999

Accenture
Allstate
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BMO Harris Bank
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CDW
Dot Foods
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EY

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Michael Reese Health Trust
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UL
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United Way of Metro Chicago

Funding & Support

\$10,000 - \$24,999

AIM Speciality Health
Alight Solutions
Amazon
Anonymous
ARCO/Murray
Ariel Investments
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CNO Financial Group
Deloitte
The Duchossois Family Foundation
Jim Gordon, Edgewater Funds
Emerson
Ferrara Candy Company
Goodwill Industries of Southeastern Wisconsin
and Metropolitan Chicago
Health Care Services Corporation
HMS Host Incorporated
HUB International
Ingredion Incorporated
ITW Foundation

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Northwestern Memorial HealthCare
PwC
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UKG
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Unum
UPS
Vantage-Midway Partnerships
Walmart
Wanxiang America Real Estate
Wintrust

\$5,000 - \$9,999

AbbVie
AllPoints Security
CBRE
Chicago Blackhawks Foundation
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\$100 - \$4,999

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Thank you to the individual donors who helped support Skills mission throughout 2022.

\$50,000 - \$199,999

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& Rachel Kohler

\$15,000 - \$49,999

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Michelle Conklin

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Gillian Darlow

Chief Executive Officer
Polk Bros. Foundation

Marcos DeLeon

Former SVP/Chief Human Resources Officer
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Bevin Desmond

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Freedman Seating Co.

Corliss Garner

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EVP, General Counsel & Chief Administrative Officer
Motorola Solutions

Bob Hanley

Former SVP and Chief Human Resource Officer
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AT&T

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Malaika Myers

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191 N. Upper Wacker Dr.
Suite 1150
Chicago, IL 60606
(312) 906-7200

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