Strategies to Fund and Implement Workforce Development
Mission
The Chicago Urban League works for economic, educational and social progress for African Americans and promotes strong, sustainable communities through advocacy, collaboration and innovation.

Vision
A strong African American Community is a better Chicago.
Workforce Development

Goal:
To prepare unemployed, underemployed, special populations, and youth with employable skills leading to certification, degree, increased earning power, and employment in an industry with a demonstrated demand for skills obtained.
NEED FOR INNOVATIVE WORKFORCE DEVELOPMENT SERVICES:

• U.S. Employers Struggle To Match Workers With Open Jobs
  • *In the United States, there's a record number of jobs open: around 6 million. That's just about one job opening for every officially unemployed person in the country.*

• Employers can't find enough skilled labor to fill jobs
  • *Employers say a skills gap that's keeping them from finding qualified job candidates is widening.*

• Employers Say Work Ethic the Biggest Skills Gap
  • *Employers are struggling to find people who have flexible intellectual and social skills to learn new machinery and processes quickly.*
Skilled labor shortage

- Shortage of 30-40M college-educated workers by 2020
- By 2018, more jobs than people to fill them
- 43% of U.S. workforce can retire in the next 8 years.

66% of multinational companies say talent shortages are likely to affect their bottom line in the next five years.
Non-traditional employment

- Contingent workforce is 40% of total U.S. labor market.
- 93% of all job growth in past 5 years was due to contractor/temp roles.
- 56% of millennials choose flexibility over more pay.
- 82% say they are optimistic about freelancing as a career path.

The U.S. contingent workforce is expected to be 50% of total by 2020, or sooner, depending on economic conditions.
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Traditional funding sources:

- Federal
- State
- City
- County
- Foundations
- Trust
What we faced in Chicago
Has your organization experienced any of the following as a result of the state budget impasse?

- Implementation of Furlough Days or Reduced Work Hours for Staff: 34% (Yes), 27% (Will if Impasse Continues and/or Funding is Cut)
- Staff Layoffs: 39% (Yes), 27% (Will if Impasse Continues and/or Funding is Cut)
- Borrowing to Cover Expenses: 33% (Yes), 22% (Will if Impasse Continues and/or Funding is Cut)
- Spending Down Reserve Funds: 36% (Yes), 26% (Will if Impasse Continues and/or Funding is Cut)
- Closed Sites: 32% (Yes), 22% (Will if Impasse Continues and/or Funding is Cut)
- Eliminated Programs: 33% (Yes), 25% (Will if Impasse Continues and/or Funding is Cut)
- Reduced Service Hours: 37% (Yes), 26% (Will if Impasse Continues and/or Funding is Cut)
- Reduced or Eliminated Services for Current Clients: 39% (Yes), 27% (Will if Impasse Continues and/or Funding is Cut)
- Limited Intake of New Clients: 41% (Yes), 29% (Will if Impasse Continues and/or Funding is Cut)
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Innovative Models and New Funding Sources:

- Corporate partnerships
- Hiring Fairs ([https://www.youtube.com/watch?v=4x1wm633RZ4](https://www.youtube.com/watch?v=4x1wm633RZ4))
- Local banks, retailers, and unions
- Local utility companies
- Fee for service
- Social enterprise
#1 Lesson Learned:

Multiple Streams of Income Mean More Stability
Questions?
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