

Strategies to Fund and Implement Workforce Development



THE **JUST** **ECONOMY**  2018
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APRIL 9-11, 2018
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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.

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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
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.

talentwave

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Non-traditional employment



contingent workforce
is **40%** of total
U.S. labor market

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




of all job growth in
past **5 YEARS**
was due to
contractor/temp
roles



MILLENNIALS

56% of
millennials choose
FLEXIBILITY
over more pay

82% say they are
optimistic about
FREELANCING
as a career path

 talentwave

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Strategies to Fund and Implement Workforce Development

Traditional funding sources:

- Federal**
- State**
- City**
- County**
- Foundations**
- Trust**



GOVERNMENT SHUTDOWN

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What we faced in Chicago

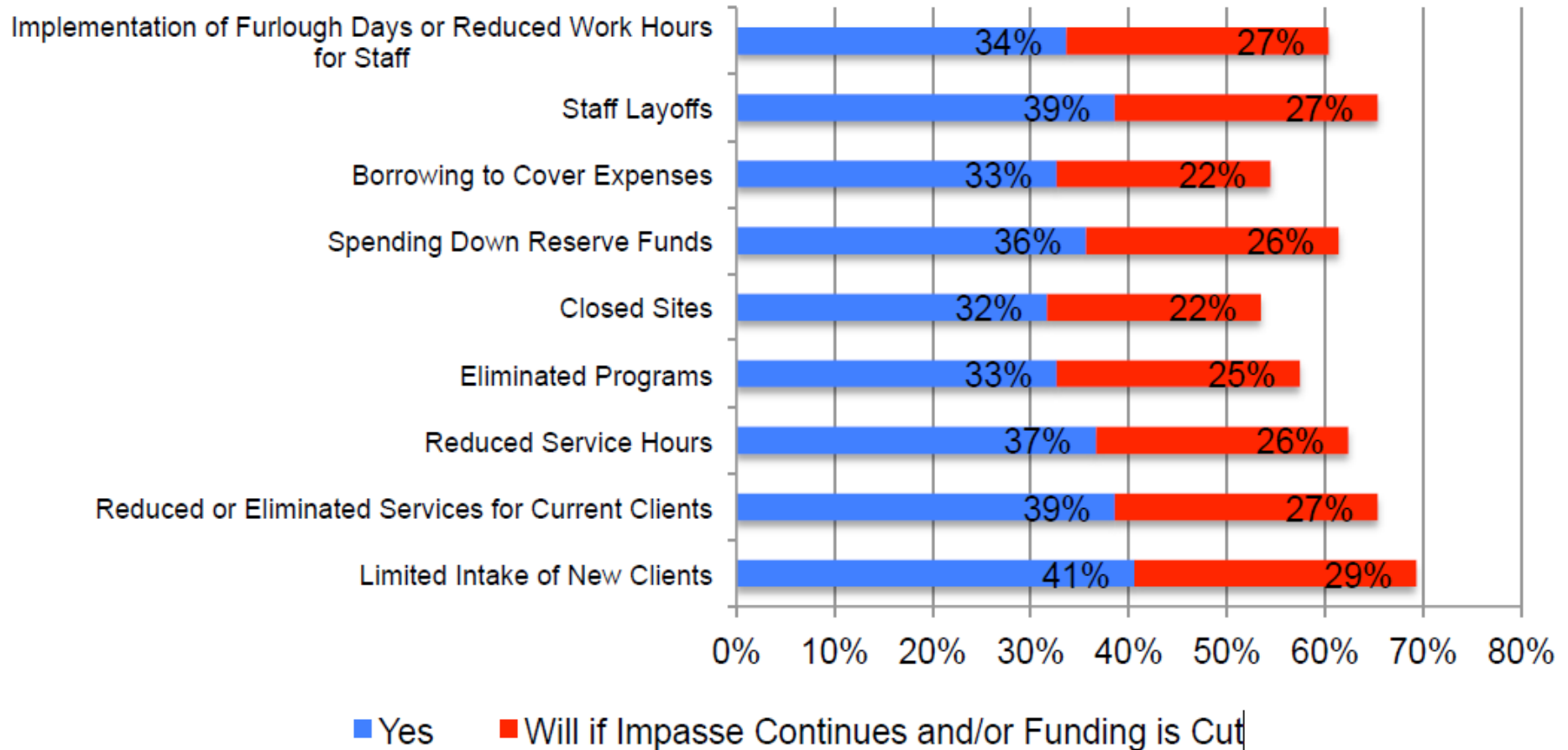


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Has your organization experienced any of the following as a result of the state budget impasse?



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Innovative Models and New Funding Sources:

- Corporate partnerships
- Hiring Fairs (
<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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Chicago
Urban League

Opportunity. Community. Impact.

Andrew J. Wells

Director, Workforce Development

P: (773) 285-5800

awells@thechicagourbanleague.org

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