

# chicago foundation for women

## 2020 Eleanor Network: Training and Stabilization Proposal - Descriptions

<b>All Chicago Making Homelessness History</b>	Current Grantee	<b>Amount:</b> \$50,000
<p><b>Project Name:</b> All Chicago's Emergency Fund Program</p> <p><b>Proposed Use of Funds:</b> All Chicago provides assistance through four different approaches:</p> <p>Emergency Financial Assistance: Emergency Fund program quickly provides payments on a person's behalf for things like rent, utilities, public transportation, necessary home items, and more.</p> <p>Community Partnerships: All Chicago and the Dept. of Family Support Services co-lead Chicago's citywide response to homelessness, the Continuum of Care (CoC).</p> <p>Data Analytics: The US Department of Housing and Urban Development (HUD) requires that each metropolitan area use Homeless Management Information System (HMIS). Collecting standardized data from all of our partner agencies helps us better understand homelessness in Chicago and allows us to measure our progress towards specific goals..</p> <p>Training and Research: All Chicago provides trainings, workshops, research, and analysis to help our partners apply proven strategies to prevent and end homelessness in Chicago even more effectively.</p> <p>All Chicago's Emergency Fund will disburse funding to Training grantee participants. 30% of clients requested support for transportation, 24% requested support for home items, 22% for rent, 7% for electricity, and 3% for gas. Financial assistance was also provided to clients for moving fees, storage fees, childcare, food, medical care, and other essential needs.</p>		
<b>Chicago Women in Trades</b>	Current Grantee	<b>Amount:</b> \$65,000
<p><b>Project Name:</b> Advancing Equity and Inclusion for Women in Apprenticeship and Employment</p> <p><b>Proposed Use of Funds:</b> Founded by tradeswomen in 1981, Chicago Women in Trades (CWIT) exists to improve women's economic equity by increasing their participation in skilled, blue-collar occupations traditionally held by men. For nearly 40 years, CWIT has pursued its mission through two complementary strategies: expanding the pool of women who are prepared to enter and retain jobs in these fields through direct service programs and improving institutional capacity and industry receptivity through its technical assistance, policy and advocacy initiatives. The Technical Opportunities Program (TOP) provides pre-apprenticeship and welding training, supported by case management and placement assistance, to low-income women seeking nontraditional employment. Over the past year, the program enrolled 97 women into pre-apprenticeship and 39 into the welding program, and placed 89 women in apprenticeship and jobs in construction and manufacturing at an average wage \$18 per hour. Beyond supporting individual women, CWIT conducts advocacy with and provides recommendations to policy makers, and through the National</p>		

Center for Women's Equity in Apprenticeship and Employment, offers technical assistance, toolkits, and training to industry stakeholders to support them in building women's equity and inclusion. The CWIT community is not bounded by geography, and its programs have a wide reach, seeding programming, support groups, and policy changes across the country.

<b>Grow Your Own Teachers</b>	Current Grantee	<b>Amount:</b> \$35,000
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**Project Name:** General Operating

**Proposed Use of Funds:**  
 Grow Your Own (GYO) emerged from the work of Chicago community groups in two lower-income neighborhoods dedicated to improving their schools. Recognizing both the need for racially diverse and home-grown and community-focused educators in their communities, GYO was created to provide a viable pipeline for teachers who bring additional expertise to the classroom as well as will stick around for the long haul.

GYO endeavors to recruit and admit new candidates in the spring of 2021; provide comprehensive support to its women teacher candidates including professional development on culturally responsive pedagogy and critical race theory; deepening and expanding relationships with partners; and create a strategic plan for growth especially with its graduates.

**Recommendation:**

<b>Heartland Human Care Services</b>	Current Grantee	<b>Amount:</b> \$50,000
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**Project Name:** Heartland Human Care Services - IDEA (Imagine, Dedicate, Earn, Achieve) Program

**Proposed Use of Funds:**  
 HHCS' roots trace back to 1888 and the Jane Addams Hull House movement; today it is even more resolved to deepen its community impact through a program framework that moves people out of poverty, while addressing the root causes of poverty, and mitigating its impact on the lives of the most vulnerable members of its community.

HHCS requests a stabilization grant to support financial coaching with cash assistance to participants, and financial coaching capacity training for workforce partner nonprofits. HHCS proposes partnering with CFW's workforce grantees to offer 20 new vocational program enrollees – women recently accepted into a vocational training program – one-on-one financial coaching, financial workshops, referrals to community resources, and \$400 cash assistance, to support the completion of the women's training programs. It will continue to serve the women enrolled in our IDEA program who have not yet graduated and estimate that 15 additional women would continue to participate in 2021.

<b>Jane Addams Resource Corporation</b>	Current Grantee	<b>Amount:</b> \$75,000
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**Project Name:** Careers in Manufacturing Programs

**Proposed Use of Funds:**

Jane Addams Resource Corporation (JARC) promotes strong communities, businesses and households to ensure that people who work do not live in poverty. JARC provides high quality skills training and support services to help lower-income and unemployed workers achieve self-sufficiency. JARC provides economic and workforce development to businesses to improve their competitiveness.

JARC serves low-income adults, including unemployed workers and disadvantaged jobseekers. Trainees learn the vocational and life skills that will prepare them for entry-level positions in the metalworking industry that offer family-sustaining wages.

JARC's Careers in Manufacturing Programs (CMP) target strategic skills gaps in the manufacturing sector, specifically Computer Numerical Control, Welding, Press Brake, Assembly, and 3-D Printing. It operates in the Ravenswood and Austin communities of Chicago. It also provides bundled supportive services including financial coaching, income supports, digital literacy, and employment coaching, to help families build economic self-sufficiency.

<b>Kinzie Industrial Development Corporation (KIDC)</b>	Current Grantee	<b>Amount:</b> \$70,000
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**Project Name:** Career Pathway in EMT Training Program

**Proposed Use of Funds:**

The Kinzie Industrial Development Corporation "KIDC", the charitable organization of the Industrial Council of Nearwest Chicago, was formed in 1984 to advance economic development on the nearwest side of Chicago.

In 2009, KIDC identified the need for education and training in the healthcare industry and in response to the need the organization developed the Emergency Medical Technician (EMT) training program targeted towards a population that is commonly overlooked, female heads of households. The EMT training program is offered tuition free to women who are heads of their households and who earn an income of \$10K-\$40K annually. Generally, the annual applicant pool for the EMT training program exceeds 800 candidates.

At the center of the EMT program is a 120-hour training course which prepares students for an National EMT-Basic license. In addition to the in-class training, all students are required to complete a patient contact clinical. Students will participate in ambulatory clinicals through MedEx Ambulance. KIDC has partnered with MedEx Ambulance for two years to teach the course every Saturday, 8am-4pm, from early March through late September. Upon graduation, all students will be registered for the national emergency medical technician licensing exam. Once students have received their EMT-basic license, they will be eligible to work as EMTs at ambulance companies, hospitals and private companies and in other licensed hospital positions (such as emergency room technicians and patient care technician) with starting salaries of \$28,000 or more.

<b>National Able Network, Inc.</b>	New Applicant	<b>Amount:</b> \$50,000
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**Project Name:** The IT Career Lab Training Program

**Proposed Use of Funds:**

Founded in Chicago in 1977, National Able Network, Inc. (Able), is a 501(c)(3) non-profit organization specializing in workforce development. Able provides individuals with best-in-class employment

counseling, training, and placement services which effectively promote economic sustainability in each community Able serves.

The Information technology (IT) industry has traditionally been a highly-educated, white male dominated industry, and women and people of color have not been equally represented. National Able Network's IT Career Lab training program is a 16-week program that prepares students to earn up to four certifications from Microsoft and Cisco. Earning these certifications has proven to help level the playing field and allow students to advance their career and achieve upward economic mobility. Able has successfully operated the IT Career Lab program since 2012 and is prepared to expand its programming to meet local need, focusing on expanding opportunities for populations in need, such as low-income women.

The IT Career Lab program creates opportunities for those who are not equitably represented in the IT industry, including people of color and women. The occupations that job seekers are able to obtain after successfully completing the IT Career Lab program offers family-sustaining wages and an opportunity to end cycles of poverty by providing graduates with the foundation needed to pursue long-term career pathways. Since 2014, the IT Career Lab program has filled a need for job seekers who seek career pathways and has created a local pipeline to meet a shortage of skilled workers in the IT sector.

<b>Upwardly Global</b>	Current Grantee	<b>Amount:</b> \$40,000
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**Project Name:** Boosting Immigrant and Refugee Women's Resiliency and Employability in a COVID Market

**Proposed Use of Funds:**

Upwardly Global is the first and longest-serving organization focused on helping low-income college-educated newcomers attain professional employment commensurate with their skills, education and long-term career aspirations.

We work with deeply vulnerable and marginalized immigrant – including refugee and asylee – professionals who are either unemployed or severely underemployed, equipping them with soft skills, American workplace culture, technical skills and professional networks needed to succeed in today's workforce. These individuals served as doctors, engineers, and IT professionals abroad; yet they languish in economic insecurity in the U.S. as a result of a unique set of cultural and systemic barriers they face to gainful employment. These barriers vary from employer bias to a failure to recognize degrees/credentials earned abroad to lack of networks.

Upwardly Global's program is focused on providing market-based re/upskilling opportunities, industry-specific job coaching, mentorship, employer engagement and professional networking opportunities, ensuring that each program participant is prepared to confidently and successfully navigate their first professional job search in the US. In addition to its direct services, it works towards systems-level change through advocacy and by partnering with employers to realize diversity, equity and inclusion practices that can positively impact hiring and work culture. This includes working with companies ranging from small businesses to Fortune 500s around how to effectively recruit, onboard and retain foreign-born candidates.