

**2021 Eleanor Network: Training & Stabilization Awards**

<p><b>All Chicago Making Homelessness History</b></p>		<p><b>Award:</b> \$50,000</p>
<p><b>Project Name:</b> All Chicago's Emergency Fund Program</p> <p><b>Organization Description and Proposed Use of Funds:</b>  All Chicago Making Homelessness History (All Chicago) works collaboratively to address the complex issue of homelessness through four signature strategies: emergency financial assistance, community partnerships, data analytics, and training and research. All Chicago's work to prevent and end homelessness has deep roots in decades of discriminatory housing policy that have shaped our city. The community of low-income Chicagoans that the organization serves reflects this history: 71% of clients served through the Emergency Fund in 2020 were African American. As an organization, All Chicago seeks to incorporate the insight of the community into its work to inform decision-making and improve programs.</p> <p>The Emergency Fund program stewards nine different funds, supported through both private donations and government funding, which provide critical financial assistance to Chicagoans experiencing crises. While other forms of assistance may take weeks or even months to process, the Emergency Fund distributes immediate financial support to people who qualify for the programs. To qualify for financial assistance, clients must provide information about the immediate situation, and demonstrate their capacity to remain self-sufficient once the situation has been resolved. By collaborating with partner 41 partner agencies, it delivers emergency funds quickly with minimal overhead cost and without bureaucratic red tape, ensuring that emergency financial assistance is accessible throughout the City of Chicago. Partner agencies provide other services to help clients achieve or maintain stability, such as education, employment training, physical or mental healthcare, legal services, essential home items, and more.</p> <p>This past year, the Emergency Fund as a whole served 5,296 households with \$7.6 million in financial assistance (nearly \$4 million more than the previous year). With support from CFW, All Chicago works closely with training partners through the Eleanor Network to identify women who can benefit from this assistance. Financial assistance provided by All Chicago helps to stabilize women in their homes by helping them stay safely and securely housed through rent and utility assistance. Funds can cover costs for things like a work uniform or transportation – necessary costs for completing a training program or education. By providing the financial support, All Chicago supports women in completing their training program or education.</p> <p>All Chicago's goal is to continue to grow private funding for all areas of the Emergency Fund to meet the needs of households experiencing housing-related crises and homelessness. It closely monitors the outcomes of its emergency financial assistance funds by conducting regular client follow-up calls. For the upcoming program year, All Chicago's Emergency Fund program intends to track and meet the following outcomes for clients it serves through the Eleanor Network: more than 85% of clients surveyed will report being successfully housed after receiving rental or security deposit assistance; more than 95% of clients surveyed will report that the assistance resolved their crisis. Its emergency financial assistance ensures that a one-time emergency does not spiral into a cycle of instability for its clients, more than half of whom are women.</p>		

<b>Chicago Commons Association</b>		<b>Award:</b> \$40,000
<b>Project Name:</b> Family Hub Employment Support Program		
<b>Organization Description and Proposed Use of Funds:</b>		
<p>Chicago Commons' mission is to empower individuals, families, and communities to overcome poverty and systemic barriers, embrace opportunities, and thrive across generations. It provides high-quality early childhood education, family-centered adult education, and senior services to more than 3,000 individuals annually. Founded in 1894 as one of Chicago's original settlement houses, Chicago Commons has always been neighborhood-focused, operating in areas where residents are most under-resourced. Chicago Commons provides direct services for low-income children and families at four early education centers, program oversight to four Delegate early education agencies, and oversight with support staff to three Community Partners Program sites. For this proposal, its focus is the two-generation, trauma-informed, and asset-based Family Hub services. Family Hub wraparound services engage the whole family, delivering financial, employment, and health workshops and coaching for parents of young children attending its early education centers located in Humboldt Park, Back to the Yards, Brighton Park, Garfield Park, Pilsen, and other sites.</p>		
<p>The Family Hub employment support program focuses on parents as a distinct population. Families served by the Hub are predominately Latina and Black with a median household income of \$15,050. Most (87%) are single mothers. Many parents struggle with having significant employment gaps. Within the context of families, parental stress has deleterious effects not just on the parent's health but also the children's well-being. There is a critical need for accessible, high-quality job readiness programming that prioritizes health and wellness. Family workers partner with families to set goals and connect them to educational, parenting, and housing resources; healthcare, mental health, and public benefits; and other family and community resources through the Family Hub and beyond.</p>		
<p>Parents participate in a variety of weekly health and wellness workshop offerings, and one-on-one employment and/or financial coaching over multiple sessions (offered in both Spanish and English). The employment coach guides parents through all aspects of career planning to the job search process and interviewing while the financial coach assists parents with managing their budget amidst the training. Helping families create health and wellness plans is critical to addressing not only health, but also economic and financial vitality. As a member of the National Childhood Chronic Stress Institute, Chicago Commons understands how traumatic and stressful the last year has been for families and uses learnings from this network, its own research, and continual client feedback to inform programming. Part of the Family Hub programming includes the Pathways for Parents Initiative, which is a formal partnership with City Colleges of Chicago that supports parents in earning an Associate's degree to pursue early education careers through tuition, childcare, transportation, and peer learning supports. With membership in the Eleanor Network, Chicago Commons is looking to connect its parents with additional career pathways in stable industries that partner agencies provide.</p>		
<p>In the upcoming program year, Family Hub programming would serve 130 participants, including 100 women/moms, and work toward the following goals: building a parent-led collective impact plan for warm handoffs and mutual referrals with other community-based organizations who offer job training programs, such as those in the Eleanor Network; establishing parent support groups and entrepreneurship opportunities to develop mutual-aid solutions such as shared childcare, sales of home-based goods, and creating emotional support for the goals that they are seeking to achieve; and continuing health and wellness workshops and developing emotional wellness and mental health services to address any mental health concerns that are impeding their progress. This project would impact the engagement and persistence in career pathway programs and job placement by connecting multiple organizations and supporting a more collaborative approach to the work of the Family Hubs.</p>		

<b>Chicago Women in Trades</b>		<b>Award:</b> \$65,000
<b>Project Name:</b> Advancing Equity and Inclusion for Women in Apprenticeship and Employment		
<p><b>Organization Description and 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 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.</p> <p>CWIT is requesting renewed support for the Technical Opportunities Program (TOP) and its advocacy work. Established in 1987, TOP is a comprehensive career development program that addresses the barriers limiting women's participation in the construction and manufacturing sectors through two training programs, a pre-apprenticeship program and a welding program. The pre-apprenticeship program provides 180 hours of instruction in math and test preparation, physical fitness, workplace readiness, basic construction skills, and hands-on experience. Building on this foundation, CWIT is developing a new pre-apprenticeship model in partnership with apprenticeship programs, who will each provide a week of training at their facilities. Though still a challenging time, CWIT expects promising employment opportunities due to infrastructure spending, its partnership with the Obama Presidential Center, contracts with the Tollway and CTA, and the Chicago Carpenters Partnership. CWIT's welding program is a 350-hour course providing women with instruction in welding, metal working, and foundational skills leading to OSHA 10 and American Welding Society certification. Since welding is in-demand, placement rates for program participants have been strong since its inception and the program has effective referral relationships with area employers and apprenticeship programs. To ensure that graduates are moving up the career ladder, the program offers bi-weekly skill upgrade classes and has hired a case manager/job developer specifically focused on connecting participants with employment.</p> <p>CWIT's National Center for Women's Equity in Apprenticeship and Employment leads the agency's advocacy, technical assistance, and research programs. The Center works to build and support pre-apprenticeship training programs nationally, guide the industry in culture change, advance policy to support equal opportunity programs, and develop tradeswomen's organizations and leadership opportunities. The Center collaborates directly with unions, contractors, apprenticeship programs and public agencies and provides leadership to the National Taskforce on tradeswomen's issues to coordinate collective and strategic advocacy for systemic and cultural change.</p> <p>This past year, CWIT enrolled 64 women in pre-apprenticeship training and 41 of those students have graduated from programs; 24 women enrolled in the welding program and 24 from the prior year earned certifications; and more than 100 women participated in career retention and advancement programs and services. For the upcoming program year, CWIT would work toward the following goals and others: enroll 90 women in pre-apprenticeship training, of which at least 63 would meet graduation requirements; enroll 40 women in the welding program, of which 28 would earn American Welding Society and OSHA certification; 80 women would enter apprenticeships or other employment at an average wage of more than \$18/hr; and 1,000 women would gain awareness of nontraditional career opportunities through attending weekly information sessions and education events.</p>		

<b>Grow Your Own Teachers</b>		<b>Award:</b> \$45,000
<b>Project Name:</b> General Operating Support		
<b>Organization Description and Proposed Use of Funds:</b>		

Grow Your Own (GYO) encourages and supports individuals ready to share their wisdom as teachers and mentors in their home neighborhoods. Its goal is to diversify the Chicago teaching population to reflect the rich racial composition of its students. To achieve that goal, GYO offers a full range of tools to candidates, including financial and academic assistance, social-emotional support, and culturally sustaining instructional strategies. It believes that Chicago students, their schools and neighborhoods, and the teacher candidates themselves are all enriched by this process. Grow Your Own Illinois (GYO-IL) serves as the administrator of a state grant and is both funding and developing similar programs across the state. GYO-IL now governs five locally run programs (Chicago, Lake County, Peoria, Eastern Illinois, and Southern Illinois).

GYO provides stability for racially and economically diverse individuals, most of whom are women, as they progress through teacher education programs and become licensed classroom teachers in Chicago. As part of its state grant, GYO offers candidates up to \$25,000 in forgivable loans to cover tuition, books and fees in teacher education programs. In return, candidates agree to teach in hard-to-staff schools or positions for at least five years. To keep candidates on track towards graduation, it provides financial support for invisible higher education costs (e.g., childcare, transportation, technology, and assistance for food and utilities), as well as tutoring and mentoring. In the short term, GYO provides educational and economic opportunities for candidates, particularly women of color. Most women candidates in GYO enter the program as paraprofessionals or mothers involved in their children’s schools. With GYO’s support, candidates can elevate their formal education status, advance their careers, and increase their earning potential by becoming classroom teachers. In the longer term, GYO’s diverse educator pipeline improves students’ educational experiences and outcomes, especially minoritized students in the communities that GYO graduates serve.

Women experience a more significant debt from high-education loans than their male peers. This debt impacts women’s ability to meet their day-to-day expenses and achieve financial stability. GYO’s forgivable loan program helps candidates avoid becoming debt-burdened as they advance their economic prospects. Moreover, GYO makes direct payments to candidates through stipends to help them weather economic uncertainty, including the pandemic. Through its COVID Emergency Fund grants, GYO has seen firsthand how direct payments are essential for women-headed households and can alleviate immediate stresses that might otherwise force our candidates to disenroll from classes and stall or end their pursuit of becoming teachers. Its candidates join GYO at various stages/milestones: many are returning to school, brand new students, part-time and/or full-time students in teacher certification programs. Its partnerships with community organizations, universities, and school districts create opportunities for racially diverse candidates and support their transition to classroom teaching in their home neighborhoods.

Last program year, GYO received 130+ applications and was able to accept 30 new candidates into the program. In the upcoming program year, it would serve 100 participants, 68 of whom are women, and continue to offer childcare and student teaching stipends. As more GYO graduates enter the classroom, it is the beginning stages of launching an alumni network and providing professional development courses (and credits), including a two-week institute focused on racial equity for educators. It has also expanded its impact by bringing on a Director of Partnerships to focus on recruiting pipelines and is developing a partnership with Chicago State University to broaden its reach on the South Side, specifically.

<b>Heartland Human Care Services</b>		<b>Award:</b> \$50,000
<p><b>Project Name:</b> IDEA (Imagine, Dedicate, Earn, Achieve)</p> <p><b>Organization Description and Proposed Use of Funds:</b>  As the largest human services company within Heartland Alliance, Heartland Human Care Services’ (HHCS’) mission is to partner with people facing poverty, displacement, and injustice to achieve ongoing safety, stability, and success. HHCS advances its mission through a comprehensive portfolio of programs and services that meet basic needs, build strengths, safeguard human rights, and provide opportunities for</p>		

positive change and serves nearly 50,000 people annually. HHCS is celebrating 133 years of continuous service in Chicago and the Midwest in developing and implementing programs that address the root causes of poverty, generate social change, and inspire individuals and families to build better lives.

HHCS requests support to offer financial coaching with cash assistance to job training participants in Eleanor Network programs, and financial coaching capacity training for workforce partner nonprofits. It partners 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 its IDEA program who have not yet graduated. We will implement our model of financial coaching, helping female working heads-of-household earning less than \$40,000 per year improve financial stability. Since the beginning of the pandemic, its financial coaching program participants have had a difficult time saving. Families—many headed by women—are focused on surviving and it is critical to support women's workforce participation now. With the support of financial coaching, participants are equipped with the knowledge and tools they need to identify their financial barriers, work to overcome these challenges and complete their training programs.

Participants will co-enroll in HHCS' financial coaching program and a vocational training program through a CFW partner agency; and set their own goals with their financial coach or Asset Development Coordinator (ADC) every month for six months (or longer if necessary) for individual financial consultations and workshops, career development, and connection to community resources. HHCS will offer at least 40 Wealth & Wellness financial workshops in the upcoming program year on topics including banking, credit and debt management, credit scores, relationships and money, investing, taxes, predatory lending, major purchases, and preparing for college. It tracks participant-level program outcomes around vocational training enrollment, following a budget, remaining or becoming banked, accessing credit scores, increasing income and decreasing debt; and would offer at least 120 individual consultation services over the year. HHCS will host at least six web-based financial coaching training sessions for CFW workforce partner agencies where they will learn how financial coaching can support their workforce participants and be introduced to best practices.

<b>Jane Addams Resource Corporation</b>		<b>Award:</b> \$75,000
<p><b>Project Name:</b> General Operating Support</p> <p><b>Organization Description and Proposed Use of Funds:</b>  Jane Addams Resource Corporation (JARC) provides high quality skills training and support services to help lower income and unemployed workers achieve self-sufficiency, focusing on manufacturing skills that are in high demand. It serves low-income adults, including unemployed workers and disadvantaged jobseekers. This includes groups historically excluded from manufacturing like women and people of color. Trainees learn the vocational and life skills that will prepare them for entry-level and middle-skilled 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 (CNC), Welding, Press Brake, and Mechanical Assembly. Programs are based in the Ravenswood, Austin, and Chatham 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.</p> <p>At the Austin site, JARC offers the CNC, Welding, and Mechanical Assembly training programs within Freedman Seating Company's campus Monday through Friday from 3:00pm to 8:00pm pm. JARC continues to work closely with Austin Coming Together and Manufacturing Renaissance in Austin to build a pipeline of interested women. At the more recently opened Chatham site, Mechanical Assembly and Manufacturing Bridge classes are available. The Mechanical Assembly program teaches the skills</p>		

necessary to work on an assembly floor, and the Manufacturing Bridge program prepares adults with reading and math skills below 9th grade for advanced training. It also offers programming in Ravenswood. Wraparound services are available at all locations. Upon entry, clients are screened for benefits and referrals. During training they receive one-on-one employment and financial coaching and transportation. Emergency assistance is given to those experiencing housing, food, and utility insecurity. Soft skills classes are conducted on Fridays. These classes include topics such as financial literacy, digital literacy, and resume building,

With this holistic approach of wrap around services, employer partner resources, and free job training, JARC graduates are set up for success. In FY20, 58% of trainees were living below the federal poverty level with an average household income of \$17,263 at program entry. Forty-five percent of trainees had prior criminal backgrounds, 48% were unemployed at program entry, and another 17% reported being homeless. Nonetheless, JARC's programs average 85-90% completion, placement, and retention. In FY20 graduates earned starting wages of \$16.46 per hour. A recent study done by the Illinois Department of Employment Security found that JARC graduates' earnings increase by 27% in their first year post-completion (\$20.90), 18% in the second year post-completion (\$24.66) and 10% in the third year (\$27.12). This demonstrates that JARC graduates are moving up a career pathway.

In the upcoming program year, JARC will train 30 unemployed and underemployed women and will serve these women across its three Chicago locations in the Ravenswood, Austin, and Chatham communities. 75% of trainees will earn an industry-recognized credential from the American Welding Society (AWS) or National Institute for Metalworking Skills (NIMS); 75% will complete the program; 75% of program completers will be placed in full-time employment at an average starting wage of \$16.00 per hour. JARC will continue working with Women Employed to conduct HR roundtables. It is currently researching ways to incentivize employers to take advantage of these HR resources as it expands this program. JARC will also continue to be a partner with Swedish Covenant Hospital through screening for domestic violence during enrollment, and will be the host site for domestic violence training for Between Friends.

<b>Kinzie Industrial Development Corporation</b>	Appleton	<b>Award:</b> \$25,000
<p><b>Project Name:</b> Career Pathway in EMT Training Program (<i>sunsetting</i>)</p> <p>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 west side of Chicago. To fulfill its mission, KIDC offers early stage small businesses affordable space to operate, business advising, and workforce development services. These resources include job placement and training services, small business development in the areas of finance, strategic planning, marketing, information on grants and loans, neighborhood planning, education and more.</p> <p>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. Initially in partnership with Superior Ambulance Co., formerly located on the West Side, the EMT training program was offered tuition-free to women who are heads of their households and who earn an income of \$10K to \$40K annually. Generally, the average applicant pool for the EMT training program exceeds 500 candidates. As a member of the Eleanor Network, KIDC provided EMT training to nearly 50 women in the program. Superior Ambulance Co. no longer offers and education/training component and KIDC entered a partnership with suburban MedEx Ambulance Services over the last three to four years instead.</p> <p>As KIDC evaluates its strategic plan, theory of change, and how it wants to anchor its priorities in building local West Side businesses, the EMT training program will be closing. KIDC will continue supporting small businesses with advisory, operations, and HR supports, but will no longer focus on training talent for those</p>		

businesses as part of its core operations. It has decided to refocus its current request for support to host a culminating event in spring/summer 2022 that will officially end the program and would invite students from all 13 classes, supporters, etc. It is also seeking support to help its final class from this previous program year (FY21) secure employment (which typically occurs in the first and second quarter of the following year – FY22). The organization has plenty of exciting programming that would undoubtedly fit with CFW's giving priorities – including the Hatchery, a food business incubator, and other programs that support business and job creation for West Side residents who are overwhelmingly people of color. They will likely be submitting a new proposal next Fall Cycle.

<b>LIFT-Chicago</b>		<b>Award: \$20,000</b>
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**Project Name:** General Operating Support

**Organization Description and Proposed Use of Funds:**

LIFT-Chicago focuses on the parents of young children (aged 0-8) as the key for lifting families—and generations—out of poverty. Serving the Greater Bronzeville community, its primary constituency are Black mothers (82%). The average member joins LIFT-Chicago with over \$14,000 in debt, earning just \$16,000 per year (less than one-third of the median income for all US households). Through holistic coaching and wraparound supports, LIFT helps parents persist on their paths to financial stability and mobility. During the 2021 Fiscal Year, 93% of the 170 parents engaged reported improvements in key indicators of economic security and well-being. Forty-two percent of LIFT-Chicago members increased their employment income by \$1,324 per month on average, while 48% of members increased their benefits income by an average of \$492. Further, 48% progressed in education, a necessary step to securing a family-sustaining career.

Recognizing that the wealth divide between white families and Latino and Black families is projected to double by 2043, LIFT-Chicago's coaching program is designed to promote economic opportunity for BIPOC families and advance equity. Accordingly, LIFT-Chicago offers the following supports:

**Financial Strength:** LIFT-Chicago members work with coaches (Master of Social Work student interns) for up to two years to break down self-defined goals (increase income, repair credit, build savings) into steps with obtainable outcomes. Financial Wellness Workshops help parents gain access to resources and opportunities for developing positive financial behaviors that promote asset and wealth building. Topics include: Job Searching in the Covid Context; LinkedIn & Networking; Understanding Credit; Your Personal Brand; Basics of Entrepreneurship; Loans & Credit; Streamlining Your Small Business. Coaching is a powerful way to achieve results, yet, even the most committed parent can be derailed by job loss, a health emergency, or other financial shock. As such, its Family Goal Fund (FGF) provides unrestricted \$150 quarterly cash infusions to parents enrolled in our program, for up to two years, boosting individual and family financial well-being.

**Social Connections:** LIFT-Chicago fosters a safe space for members to develop healthy member-coach and member-community relationships that are grounded in trust and mutual respect, helping to alleviate the detrimental effects of constant stress and scarcity. Through virtual workshops and group coaching, families bond over successes and setbacks, and build the social capital needed to achieve economic mobility.

**Personal Well-Being:** Too often, LIFT-Chicago parents face immense pressure to meet basic needs—pressure that in turn negatively impacts their families' health and quality of life. Coaches work with parents to increase their confidence, self-efficacy, and resilience. By fostering a healthy and supportive environment where members can improve their personal well-being, parents can better protect themselves and their children from the detrimental health effects that come with living in poverty—including toxic stress, limited memory, chronic illness and disability, and shortened lifespan.

LIFT-Chicago's focus on systems-change for low-income BIPOC parents differentiates the organization. For example, following LIFT-Chicago's direct-service coaching in Start Early's early childhood education sites, LIFT serves as the Family Economic Mobility and Community Engagement subject matter expert for the National Center for Parent, Family, and Community Engagement (NCPFCE). As a NCPFCE content lead, LIFT will influence the country's largest early childhood support system, Head Start, which represents \$10B in federal spending. In FY21, it trained 3,000 Head Start staff; 95% reported they will use the techniques they learned while working with families.

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

**Organization Description and 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. Today, Able is a nationally recognized industry leader at the forefront of service innovation with more than thirty unique funding streams that serve a broad, multi-barrier client base in some of Chicago's most in need communities. Able assists more than 50,000 individuals annually through the administration of multiple large-scale federal, state, and corporate workforce development programs in Delaware, Illinois, Indiana, Iowa, Nebraska, and Minnesota. Able's expertise in serving disadvantaged populations and working with employer partners ensures that program offerings are designed to promote positive long-term outcomes for individuals, families and communities.

Able is excited to continue building on the success of the IT Career Lab program. 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. Further, exited participants always have access to staff and resources as they advance their careers. The IT Career Lab program is conducted over a period of 16 weeks, offering a multi-certification pathway with the opportunity to earn globally-recognized credentials from both Microsoft and Cisco. Each student receives a laptop computer to use during enrollment, which is an invaluable study tool that greatly contributes to building and retaining core competencies needed to enter and advance in IT careers. If the student successfully completes the program, they are awarded ownership of the computer.

Each student receives personalized support and coaching from the team of career coaches and education support staff. Career Coaches work directly with students to charter a career plan that outlines their educational and career goals along with any wraparound support needed to successfully complete the program. As the program progresses, staff offer support to help mitigate participant barriers to completion as they arise. This support is provided through referrals to partner agencies, and can include childcare resources, transportation assistance, work clothing, and more. Employment support is provided with students receiving referrals for employment opportunities. Upon completion of training, staff continue to assist in finding meaningful, stable, and long-term employment. The 2020 grant from CFW allowed Able to support the career aspirations of approximately 40 women who are seeking new opportunities within the IT industry. In the upcoming program year, Able would serve approximately 100 women in training programs.

<b>Upwardly Global</b>		<b>Award: \$40,000</b>
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**Project Name:** Creating Pathways to Quality Employment and Inclusion for Immigrant and Refugee Women

**Organization Description and Proposed Use of Funds:**

Upwardly Global's (UpGlo) mission is to eliminate employment barriers for immigrant and refugee professionals and advance the inclusion of their skills into the U.S. economy. It works with job seekers who are either unemployed or severely underemployed, equipping them with soft skills, technical skills and professional networks needed to succeed in today's workforce. This community languishes in economic insecurity in the U.S. as a result of barriers they face to gainful employment. Employment barriers for immigrant and refugee women are even more pronounced: immigrant women experience higher unemployment rates than their male counterparts in the current labor market context, magnified for women of color.

With CFW's support in 2021 (YTD), UpGlo has already helped 32 immigrant and refugee women rebuild their careers in roles where they are earning an average starting salary of over \$50,000 – experiencing an income increase of over \$40,000 on average. Upwardly Global seeks continued funding from CFW to support its community of immigrant women in Chicago in rebuilding their careers in their newly-adopted home. Funding will specifically enable differentiated services and supports for immigrant and refugee women, including gender-specific training, virtual networking events and mentorship opportunities, and engagements with our robust pool of volunteer women, representing a wide array of professional sectors and backgrounds.

Immigrant women, and in particular BIPOC immigrant women, face disproportionate barriers to quality employment. Beyond experiencing the same challenges faced by all newcomers, immigrant women are at an additional disadvantage (a reality that has only been exacerbated by the COVID-19 pandemic). As the pandemic places unprecedented domestic pressure on parents, the burden is predominantly shouldered by women, leaving them to take on additional time-consuming, invisible and unpaid labor that makes it especially challenging for them to prepare for entering the workforce in formal roles.

In the upcoming program year, UpGlo would directly address immigrant women's barriers through a combination of the following interventions: 1) training job seekers on essential soft skills needed to successfully navigate a U.S.-style professional job search; 2) industry-specific coaching and Career Communities; 3) market-driven re/upskilling; and 4) networking, mentorship and employer connections. These services will put the 100 women served in a better standing to gain fulfilling employment which will have a lasting impact on themselves, their families, and the communities they make up.