

# EXPANDING OPPORTUNITIES IN MANUFACTURING IN CHICAGO

## CHICAGOLAND WORKFORCE FUNDERS ALLIANCE

### What is On-the-Job Training?

On-the-job training (OJT) is a hands-on method of teaching workers the knowledge, skills, and competencies needed to perform a specific job. Employees earn a paycheck while learning in the actual environment where the work is performed.

### Regional Goals

1. Coordinate and expand existing resources and pathways for workers and employers in manufacturing
2. Identify and place workers in manufacturing OJT opportunities, especially workers who are not eligible through government programs

#### Targeted Occupation

- Entry level machine operator

#### Targeted Population

- Two workforce intermediaries, Calumet Area Industrial Commission (CAIC) and OAI Inc., will recruit potential participants from several pools of candidates:
  - **CAIC:** Candidates from other companies- either incumbent workers looking to gain skills and get a better job, or unemployed (or soon-to-be unemployed) workers looking for re-employment
  - **OAI Inc.:** Young adults, age 18-24, who have completed one of the following:
    - Manufacturing internship program
    - Contextualized manufacturing bridge program
    - Pre-apprenticeship pathway program
- Other OJT candidates will have participated in Opportunity Works – a comprehensive manufacturing boot-camp program followed by an eight-week internship

#### Participating Employers

- Chicago Magnesium
- EsMark Steel
- Flex-N-Gate Chicago
- Gotham Greens
- People Against Dirty / method soap
- Tower Automotive

#### OJT Program Design

While each of these six employers has its own specific job requirements, they have built strong consensus on the core manufacturing career paths, which was an important goal of OJT 2.0 in Chicago. All of the employers' programs will involve intensive screening, preparation, and coaching, as well as interactive activities that ensure participants have the basic work-readiness skills they need to be successful. In addition, the programs provide an overview of the manufacturing industry and exposure to potential worksites. These program design elements are intended to result in greater post program job retention.

“The CAIC’s on-the-job training program has been an excellent resource for us at People Against Dirty / method soap. The program enables us to stay true to our mission of providing job opportunities to the local community and underserved populations, by providing on-the-job training to our incoming hires regardless of their background experience.”

# BOEING ON-THE-JOB TRAINING 2.0

With a grant from the Boeing Company, the National Fund is implementing an on-the-job training program in five communities across the country. The goal of this project is to assist 200 job seekers and/or incumbent workers acquire in-demand advanced manufacturing skills. Participating employers will be able to fill open positions and introduce more racial and gender diversity into their workforce – and in manufacturing occupations generally. Additionally, this project will develop employer leaders who can advocate for public policies to encourage investments in skill development and work-based learning opportunities.

## ABOUT CHICAGOLAND WORKFORCE FUNDER ALLIANCE



The mission of the Chicagoland Workforce Funder Alliance (CWFA) is to collaborate with employers and other workforce stakeholders to increase employment, earnings and racial equity for underprepared workers in the Chicago region. CWFA was launched in May 2012 by five founding workforce funders: the Chicago Community Trust, the Joyce Foundation, the Lloyd A. Fry Foundation, the Robert R. McCormick Foundation, and the Polk Bros. Foundation. Since its founding CWFA has engaged over 30 funders to advance its shared mission. CWFA has come to be seen as the region's major convener of the philanthropic community interested in workforce development and employment. Through a combination of grant making and civic leadership CWFA has used this role to carve out a unique position at the complex intersection point of workforce development, social justice, education, and economic development.

### About National Fund for Workforce Solutions

The National Fund for Workforce Solutions is a national network promoting economic opportunity and prosperous communities through investment and innovation. Based in Washington D.C., the National Fund partners with philanthropy, employers, workers, public and private community organizations, and more than 30 regional collaboratives to invest in skills, improve workforce systems, and promote good jobs. The National Fund supports civic and business leaders in promoting evidence-based practices and policies that build shared prosperity. Learn more about the National Fund and its local partners at [www.NationalFund.org](http://www.NationalFund.org).

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