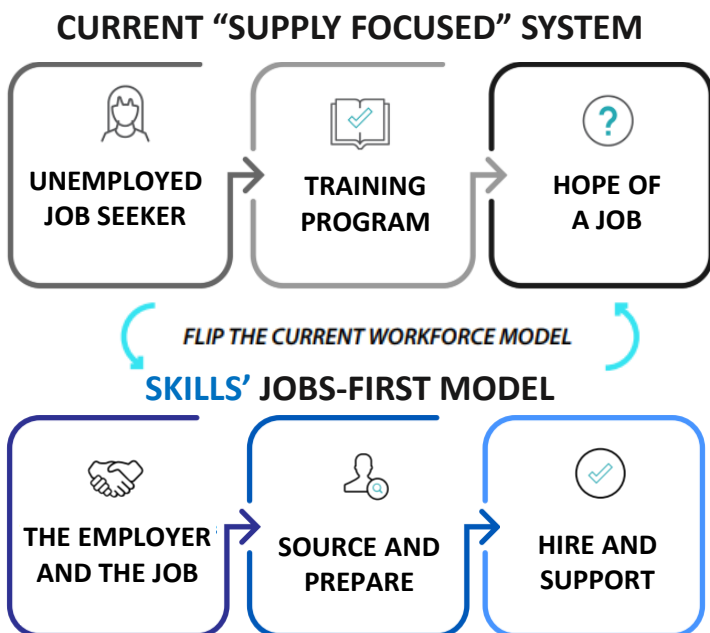


Our North Star: Increase economic mobility of under and unemployed by connecting them to quality jobs through our deep partnerships and understanding of the unique human capital needs of our network of engaged employers.

Flipping the traditional workforce model on its head, Skills starts by going directly to the job source-- employers-- and understanding their hiring needs, company culture, and long-term human resource goals.

THE JOBS-FIRST MODEL

Skills fills available positions with unemployed individuals, serving as a connection, coach and advocate. The Skills model connects unemployed individuals with companies in need of hiring them and serves as the "last mile" for the unemployed, but the "first mile" for businesses.



THE STRATEGIC PLANNING PROCESS

EY provided pro bono support for this process, completing 87 interviews and looking at market research to help drive the plan.



EY's market assessment looked at emerging trends and opportunities including:

- Job Demand
- Impact of Covid-19
- Workforce Dynamics

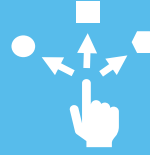
SKILLS BIG BETS: 2021-2024



SCALE DEMAND DRIVEN PROGRAMS

- 70% growth in placements
- 75%+ from South & West Sides
- Increase BIPOC placements from 90% to 92% of total
- Three offices, including neighborhood locations on the South and West Side

3-YEAR COST:
\$4.5 M



DIVERSIFY JOB TYPES

- Expand entry-level roles w/career path potential
- Continue to expand into mid-skill, higher wage jobs
- Increase DEI partnerships
- Educate/advocate for improved hiring practices
- Grow Neighborhood Impact Consulting services

3-YEAR COST:
\$2.65M



DRIVE INNOVATION

- Build a hub to drive systems change
- R&D cutting-edge programs
- Publish data insights & conduct evaluations
- Collaborate with partners to strengthen the workforce ecosystem
- Policy, Advocacy & Thought Leadership

3-YEAR COST:
\$1.7M



Skills will support the pursuit of these strategic initiatives with a significant investment in technology which will include systems evaluations and upgrades, and the hiring of a Chief Information Officer.

4500 Total
Placements

92% BIPOC
Placements

\$117M Total
Wages



VISION

IN 3 YEARS, THIS WORK WILL LEAD TO A DRAMATIC, SYSTEMIC CHANGE IN OUR REGION.

- Contribute to cutting Black and Brown unemployment in half
- Double the number of Fortune 500 companies in Chicago partnering with Skills and CBOs
- Increase Skills' placement wages in South and West Sides
- Increase number of companies locating in and hiring from South and West Side neighborhoods