

SKILLS FOR AMERICA'S FUTURE: CHANGING LIVES THROUGH A JOBS-FIRST MODEL

THE PROBLEM

Annually, the United States spends \$41 billion on workforce development, yet marginalized populations, primarily low-moderate income and/or black and brown communities, experience unemployment rates well above national averages.

The prevailing “train and pray” model, funded by public dollars, fails to effectively remedy this disconnect between job seekers and employers, leaving job seekers without a link to real jobs post-training, with no improvement on earnings. Research shows that the training offered by traditional programs does not improve employment or earnings, and that only a small percentage of enrollees in training found jobs that were directly related to their training.

CURRENT “SUPPLY FOCUSED” SYSTEM



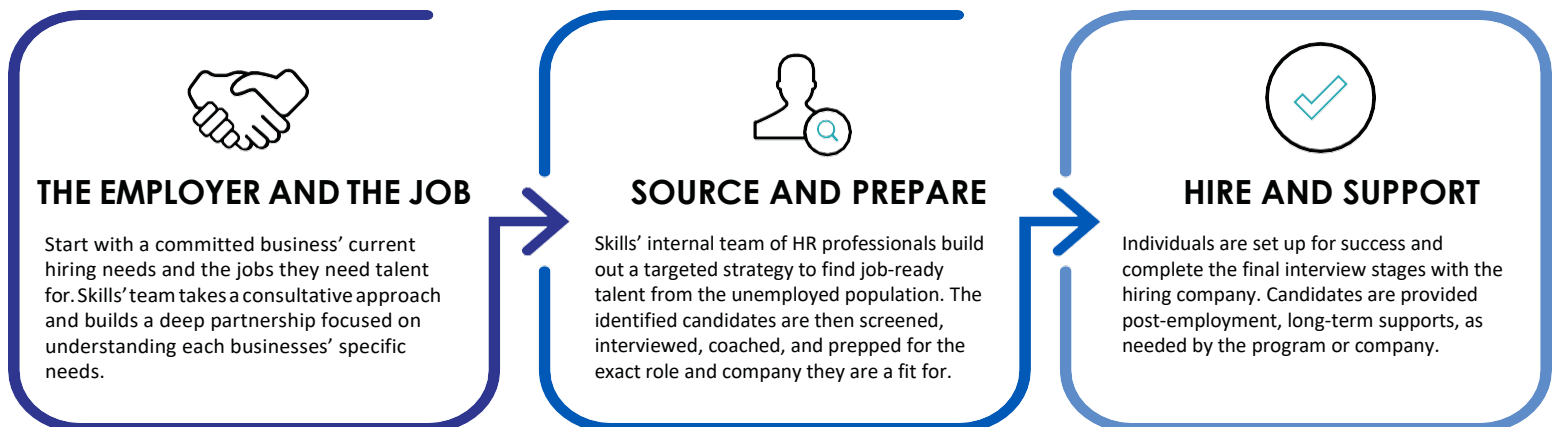
THE SOLUTION

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 resources goals. 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 expansion of the Skills model will positively disrupt the national workforce landscape by proving the efficacy of a jobs-first approach that helps employers connect with eligible job seekers faster, and eliminates the access gap for the countless unemployed across the country struggling to find work.

FLIP THE CURRENT WORKFORCE MODEL

SKILLS' JOBS - FIRST MODEL



THE EMPLOYER AND THE JOB

Start with a committed business' current hiring needs and the jobs they need talent for. Skills' team takes a consultative approach and builds a deep partnership focused on understanding each businesses' specific needs.



SOURCE AND PREPARE

Skills' internal team of HR professionals build out a targeted strategy to find job-ready talent from the unemployed population. The identified candidates are then screened, interviewed, coached, and prepped for the exact role and company they are a fit for.



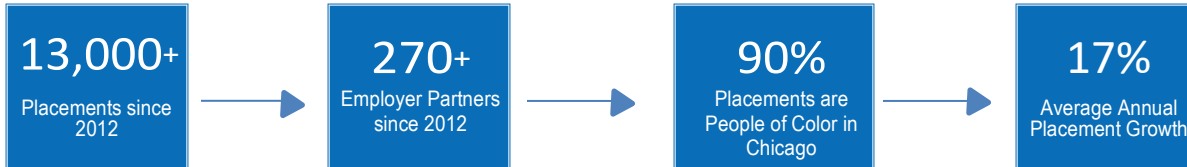
HIRE AND SUPPORT

Individuals are set up for success and complete the final interview stages with the hiring company. Candidates are provided post-employment, long-term supports, as needed by the program or company.

VISION FOR SCALE

Skills plans to replicate our model in new locations, placing low-income individuals into meaningful employment, resulting in new income, and increased economic mobility for thousands of individuals. Skills plans to launch 25 sites in the next ten years, placing 500,000 unemployed individuals into jobs across the country. Skills will strategically choose which sites to expand into using our set of selection criteria and engagement approach. We will provide staff resources to launch each site and partner with key stakeholders to adapt to the local needs and culture of each workforce ecosystem.

IMPACT OF THE WORK



The Skills model has proven successful in two vastly different geographies. In both Chicago and Rhode Island, Skills places hundreds of unemployed individuals into jobs each month. In 2017, New Growth Group – a third-party firm specializing in workforce development and evaluation – determined the long-term impact of Skills’ model on job seekers placed:

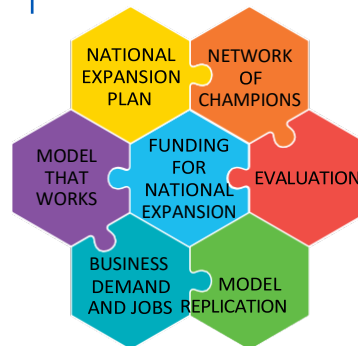
\$6,120/YR
MORE EARNED BY
SKILLS PLACEMENT

20%
HIGHER RETENTION
RATE AT 1 YEAR THAN
COMPARISON GROUP

251%
YEAR 2 RETURN ON
INVESTMENT

WHY SKILLS, WHY NOW

To date, Skills has all the necessary components in place to launch the model into new sites.



NATIONAL HIRING PARTNERS

- Alliance Ground International
- Amazon
- AT&T
- Athletico
- Bank of America
- Blue Cross and Blue Shield
- BMO Harris Bank
- CDW
- Cintas
- CVS Health
- Discover Financial Services
- Domino's
- Dunkin'
- Gap
- HMS Host
- The Home Depot
- Honeywell
- Hudson Group
- Hyatt Hotels Corp.
- JPMorgan Chase
- Levy Restaurants
- Lowe's
- Massage Envy
- McDonald's
- Motivate/Lyft
- PeopleScout
- SmashHotels
- SportClips
- SSP America
- Swissport
- Total Airport Services
- Ulta Beauty
- United Way
- UPS
- Walgreens
- Walmart
- Waste Management
- Wintrust Financial

THE POWER OF YOUR INVESTMENT

Bringing the Skills’ jobs-first model to your city will:

- Increase economic mobility for thousands of unemployed individuals in underserved neighborhoods
- Align employers’ hiring needs with diverse, job-ready talent
- Provide data, expertise, and resources to implement a jobs-first approach
- Provide access to a network of national employers already working with Skills

On behalf of the millions of unemployed who do not have the network needed to find employment, please join hands with us to transform their lives.



SKILLS FOR
CHICAGO AND LAND'S
FUTURE

FOR MORE INFORMATION:

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