



Industry Led. Community Focused.

MAY 2023 E-NEWSLETTER

New Alderperson Meet and Greet



HIRE360 was thrilled to host the Chicago Federation's of Labor's New Alderperson Meet and Greet at our future training center. Almost all the newly-appointed Alderpeople were in attendance along with representatives from Mayor Brandon Johnson's office, engaging with leaders from 35 unions and councils. The event provided them with valuable insights into HIRE360 and its mission, showcasing ways in which they could support our cause. We extend our sincere gratitude to Jason Latimer, our Site Supervisor from Lendlease, and Related Midwest who helped make a dusty 45,000 square foot construction site ready to host over 100 attendees.



Illinois Works Alumni Jonathan Little



Congratulations to 32-year-old Jonathan Little, a resident of Back of The Yards, and a dedicated father to two sons and a daughter. Jonathan discovered HIRE360 and found his passion for the trades, driven by the desire to provide for his family. Through the [Illinois Works Pre-Apprenticeship Program](#), he underwent comprehensive training and obtained essential certifications in OSHA, CPR, and FutureTrades Certifications. Jonathan speaks highly of the program stating, "It's a great program to learn about the trades and the training you need to get into the Union." Currently, Jonathan is making significant strides in his career as a 1st year apprentice with the [Plumbers Local](#)

[130](#) employed by [C.J. Erickson Plumbing Co.](#) We applaud Jonathan on his achievements and wish him continued success in his journey.

Sprinkler Fitter Michael Kincaid

Michael Kincaid is a 43-year-old native of Chicago's Bronzeville neighborhood. After spending a decade working for a company, Michael faced a setback when his department closed. However, he decided to embark on a new path in the construction industry. In April 2021, he joined HIRE360 and soon received an invitation to attend the info session of [Sprinkler Fitters Local 281](#), piquing his interest in the trade. Just two weeks later, Michael submitted his application to join their apprenticeship program. Recognizing his potential, Michael's case manager, Alma Garcia, recommended he participate in HIRE360's Test Prep program to help prepare him for the aptitude test with the trades. After testing in early December, he received a letter later that month from the Sprinkler Fitters letting him know he passed the aptitude test. Michael expressed, "Being a part of the apprenticeship has been a great experience. I'm glad I made the career change and even though I've just started this process I'm confident I made the right choice." Congratulations, to Michael, and best of luck in your careers with the Sprinkler Fitters.



Cook III Leah Jordan



Leah Jordan, a resident of Chicago's South Shore neighborhood and a talented hairstylist, embarked on a new chapter in her career with the support of HIRE360. At 48-years-old, Leah had held various positions, ranging from K9 Security to the USPS. With the assistance provided by HIRE360 and the [Pre-Apprenticeship Culinary Program](#), Leah successfully transitioned into the role of a Cook at the [Blackstone Hotel](#). "With the assistance like transportation assistance, resume assistance and job placement, I would absolutely recommend HIRE360 to a friend!" said Leah. We are very excited to see you happy and look forward to your future culinary career!

Recruiting for Illinois Works 2023 Cohorts Now!



HIRE360 is recruiting candidates to join our 2023 [Illinois Works Pre-Apprenticeship Program](#)! This comprehensive program includes over 150 hours of instruction, apprenticeship tours, job site tours, and more. This program is designed to help candidates understand the construction industry and prepare for an apprenticeship helping build Chicago. Benefits for participants include high-demand certifications, test prep, application supports and a stipend for participating. The next cohort will be starting June 12!

Interested in joining? Contact us at atgetstarted@hire360chicago.com.

Mentorship: Construction and Design Trends!!

Our monthly Mentorship Meeting was a success. The theme was *Construction and Design Trends*. Thank you to our panelists Juan Pablo Prieto, from [CTA](#), Adrian Nevarez, from [Walsh Construction](#), Danielle Tillman, from [bKL Architecture](#), and Jessica Archibald, from [UJAMAA Construction](#) for joining us. The inspiring stories shared by our panelists left a lasting impact on our HIRE360 Mentees. We extend our gratitude to our moderator Anthony Green, Manager of Civic Engagement at HIRE360, for skillfully guiding the session.

For more information regarding our mentorship program reach out to us at training@hire360chicago.com



UHCHI Brunch

The UHCHI Brunch proved to be an absolute triumph, leaving a lasting impression on all attendees. Each candidate had the opportunity to express their overall impression of program, with words *patience* and *persistence* resonating most frequently. The candidates' determination to acquire knowledge as they progress through the program was evident. If you are interested becoming a part of this incredible journey, we invite you to sign up for one of our upcoming [Info Sessions](#).



Apprenticeship Program Openings

HIRE360 is excited to announce our trade partners are accepting applications for the apprenticeship program:

- **Glaziers Architectural Metal & Glass Workers Local 27– [Glaziers Local 27](#)** are currently accepting applications. You will need to make an appointment so reach out to you case manager!
- **Sheet Metal Workers Local 73 – [Sheet Metal](#)** workers hey design, cut, fabricate, install, maintain and repair products made from thin sheets of metal. The Sheet Metal Workers local will be open every Wednesday from June 21st to August 23nd Check out the [Application Process](#)
- **Roofers Local 11 – [Roofers](#)** are responsible for installing, maintaining, waterproofing, protecting and coordinating other trades working on rooftops from your local school to the tallest skyscrapers in the city. Apply online anytime!
- **Heat and Frost Local 17 (Tinley Park): [Heat and Frost](#)** Insulators work with commercial and industrial insulation. They install insulation and soundproofing for heating, ventilation, steam generation, process piping and plumbing systems, remove hazardous waste, and firestopping. They will be accepting applications June 12-23rd Monday thru Friday 8-3PM in Tinley Park.
- **Operating Engineers Local 150 - [The Operating Engineers](#)** is open for candidates interested in a career as a Heavy Equipment Operator, Heavy Equipment Repair Technician, Geothermal Well Driller Operator, and Construction and Building Inspector.
- **Electricians Local 176 (Joliet)–** Electricians bring power to our lives, so reach out to your recruiter now to learn more. [IBEW 176](#) is accepting

applications every Monday from 8AM to 11:30 and 1PM-4PM in Joliet.

For those individuals interested in applying and a letter of recommendation, please contact your HIRE360 Recruiter today or email us at info@HIRE360Chicago.com.

Business Development

Mortenson Meet & Greet

Mortenson recently hosted a “Meet & Greet” event at The Study at the University of Chicago in Hyde Park. This was an excellent opportunity to meet Mortenson’s leadership and just as important, their estimating team. The attendees were able to learn about some of Mortenson’s upcoming projects and were treated to raffle prizes, drinks and appetizers, and some great networking with other M/WBE contractors.



Sheryl Van Anne, Vice President & General Manager, made a presentation covering the process for prequalification including:

- Union affiliation
- Applicable experience
- Safety performance
- Financial standing

Mortenson has a few ongoing projects, such as the Lurie Children's Hospital, QTS Data Center, and Wheaton College. They also have several projects upcoming, such as the Lewis University Nursing School Renovation project, University of Chicago New Engineering and Science Building and a College of DuPage renovation project. They are working hard to deepen their relationships with diverse contractors, suppliers and advocacy groups, like HIRE360, who was represented at this event by Dave Thomas, Manager of Business Development and Supply Chain and Industry Representative, Dexter Oliver. This meet & greet was an important part of those efforts.

Mortenson is a family-owned firm that is the 19th largest contractor in the country. In Chicago, Mortenson focuses on the higher education, healthcare, data center, corporate, manufacturing, aviation and hospitality sectors. They have operated in Chicago for four decades and are committed to at least 20% M/WBE spend on every project.

Anyone who was unable to attend the event can contact Dave Thomas, Manager of Business Development & Supply Chain at HIRE360 for more information. Dave can be reached at (312) 575-2520 or dthomas@hire360chicago.com.

Federal Reserve Bank of Chicago – “Business Smart Week” – SAVE THE DATE

[The Federal Reserve Bank of Chicago](#) hosts an annual event which focuses on an industry of importance to the diverse business community in Chicago. This event is called “[Business Smart Week.](#)” This year, Business Smart Week’s theme is “Business Equity: Inclusion – The Pathway Forward.” The event will feature top diverse business owners, leaders and experts who will provide diverse and small businesses with the tools to better manage and grow their companies.

This year’s event will be held August 1st thru 4th at the Federal Reserve Bank’s beautiful conference center at 230 South LaSalle Street. This 4-day event will feature sessions on: Opportunities in Commercial Real Estate; the Challenges and Opportunities for Diverse Business; Solutions to Diverse Business Challenges and more. On August 2nd, the event will feature a “Construction Summit” highlighted by a panel discussion featuring HIRE360 board member Brian Ortiz of [Trinidad Construction](#) and Business Development client Stephanie Hickman of [Trice Construction](#). HIRE360 will participate in a panel discussion titled “Understanding Access to Capital in Construction.”

All the programs and speakers are still being set, but this is shaping up to be a stellar event and one that should not be missed. Be on the lookout for additional information, as the details and registration information are made available.

HIRE360 Minority/Women Owned Businesses Credit Enhancement Loan Pool

Among the many services that HIRE360 provides through its Business Development department is a unique feature whereby clients of HIRE360 can obtain the loans and lines of credit needed to grow and operate their existing business. HIRE360 maintains a pool of funds donated by some of its corporate members and other charitable organizations to be used to ensure the repayment of the capital borrowed by their clients. Several local banks have agreed to consider these loans and will work closely with HIRE360 to support the needs of minority and woman owned construction companies. Below are more details about HIRE360’s Credit Enhancement Loan Pool Program.

Loan Requirements

1. Loan Amount varies between Minimum \$10K-Maximum \$1,000,000
2. Proceeds can only be used for Working Capital -Labor and Materials
3. Commitment to neighborhood hiring and mentoring other firms
4. Personal Review of any owner with over 20% ownership
 - a. Credit history of at least 12 months
 - b. No Open Bankruptcy, Judgments, Tax Liens, Collection Activity
 - c. Personal Financial Statement for all owners
 - d. Resume of Owner(s)
 - e. 3 Most Recent Years of Personal Tax Returns
5. Business Review
 - a. Active Business Contract(s)
 - b. 2-3 Most Recent Years of Business Tax Returns
 - c. Previous year Income Statement and Balance Sheet
 - d. YTD Income Statement and Balance Sheet

- e. Aged Accounts Receivable Report
- f. WIP (Work in Process) Report
- g. Company Capability Statement

Business Loan Monitoring and Technical Assistance

HIRE360 will perform an initial financial review and provide guidance and assistance to businesses for required loan documents prior to submittal to lender. All loan pool participants will receive ongoing technical assistance in key administrative areas. Services will allow companies to focus on growing the business while being confident that financial literacy and back-office support are in order. This will be critical for small businesses' potential to move to the next level of business stability and growth and increase the pool of small businesses ready to compete in capital construction programs.

If you'd like to become a client and learn more about the HIRE360 Credit Enhancement Loan Pool Program, visit our website at <http://hire360chicago.com> or contact us at (312) 525-2520.

Youth Engagement

CPS Students Tour Related Midwest Project

This month, HIRE360 and [Related Midwest](#) hosted students from [Prosser's Career Tech Ed](#) Carpentry and Electrical programs at their first live construction site tour. They saw parts of the 44-story high rise being completed in the South loop and spoke to over 20 architects and tradespeople about careers in construction.



HIRE360 Needs You This Summer to Host Students!

This summer, HIRE360 is partnering with [Chicago Public Schools \(CPS\)](#) and their [Career Tech Education's Construction & Architecture](#) programs to provide unique work-based learning opportunities for students. We are seeking companies that can host between 1-3 student interns from June 26 – August 4, 2023. The intern(s) can participate in a rotational program, working with your team in day-to-day project tasks, meetings, and some administrative work. Student will be paid and supported by CPS and HIRE360! If you are interested and ready to support youth in construction, please contact Rashaan Meador at rmeador@HIRE360Chicago.com to register your company today!



Our Mission Is to Expand Employment Opportunities

IN THE NEWS

[Access to pre-apprenticeship program helps those interested in skilled trades](#) **Weekly Citizen, Tia Carol Jones, May 10, 2023**

Lonnie Baker found himself uncertain about his career path until he encountered a situation that led him to discover his passion for plumbing. It was during a time when he needed work done on his property that he recognized the potential of pursuing a skilled trade, particularly plumbing. His uncle played a significant role in influencing his decision to explore this field.



Through a connection with a church member who had previous involvement with HIRE360, Lonnie was introduced to the organization. Motivated to explore his newfound interest, he reached out to HIRE360 and was promptly connected with a dedicated case worker who could guide him through the process.

[Read the full article here.](#)



Partner Spotlight

For more than a decade Washington Heights Workforce Center (formerly known as the Chicago Career Center) has had a presence in Roseland, Pullman, West Pullman, Washington Heights, and surrounding communities including near south suburbs. [The Washington Heights Workforce Center](#) (WHWC) is operated by [Dynamic Workforce Solutions](#) (DWFS) a national & internationally respected workforce training, consulting, management, and administrative services to help people reach their employment goals while ensuring employers of the best and most qualified prospective employees.

In the last 5 years we have served 650+ enrolled customers and over 120 employers. Our customers have earned 370+ credentials in transportation, healthcare, information technology and other in demand occupations. Our efforts have resulted in 450+ job



Small Business Spotlight

[EverLights](#), owned by Kelly Gallagher, is a wholesale electrical and lighting supplier that focuses exclusively on large construction projects. The complexity of large projects lends to a heightened need for an expert electrical and lighting distributor partner. The EverLights staff consists of expert buyers, a pre-construction team, a lighting designer, and project managers with an EC background. The team reads plans, guarantees budget, finds in-stock solutions, provides change order reports, and manages the project from design to completion.

In business since 1995, their service platform has earned them business opportunities across the country, therefore they are WBE/DBE/SBE certified in multiple states. Their two locations are in the Chicago and Mid-Atlantic markets. Project highlights include [One Chicago, Lakeshore East](#), [Obama Presidential Center](#) and the

placements.

Critical to our work in these communities is our partnership with other organizations such as HIRE360. In December 2022, Washington Heights Workforce Center partnered with HIRE360, entering a MOU with the goal of sharing opportunities and fostering relationships with one another's clients. With the planned Red Line Extension, Obama Presidential Library and other southside projects, we are particularly focused on encouraging participation in the Construction Trades.

[Frederick Douglass Bridge.](#)

EverLights has been a client of HIRE360 Business Development since March of 2022 when they were seeking assistance with networking and office management.

To learn more about EverLights, contact Kelly Gallagher at (708) 878-9030 or kgallagher@everlights.com.

HIRE360

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