



Industry Led. Community Focused.

JULY 2024 E-NEWSLETTER

Board of Director's

Welcome, Arthur Zayas Miller

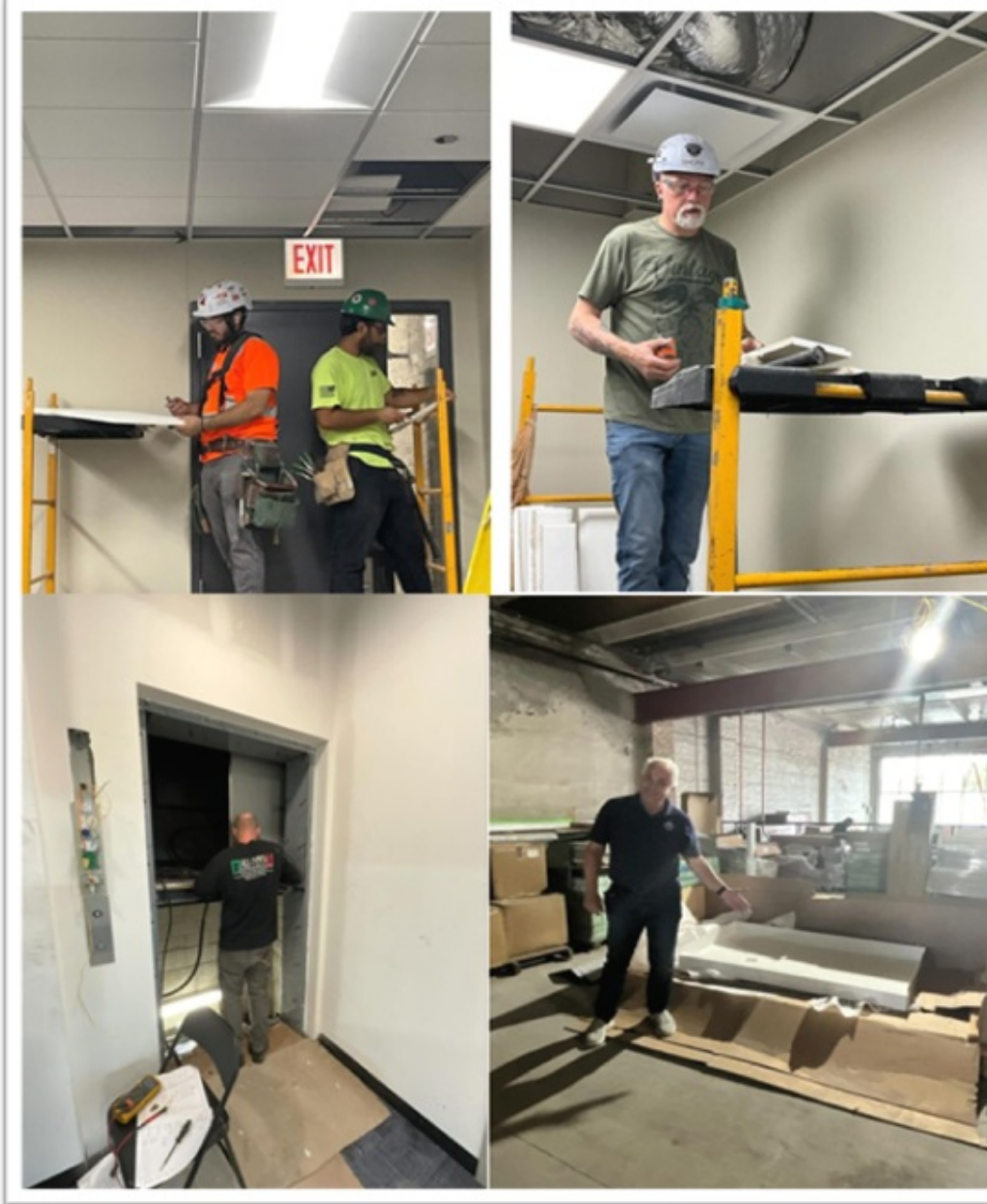
We are thrilled to welcome Arthur Zayas Miller, President and CEO of [MZI Group](#), to the HIRE360 board! Arthur brings a wealth of experience in strategic, financial, and operational leadership, having grown MZI Group into a leading turnkey electric vehicle infrastructure contractor. His impressive career includes founding MZI Group in 1999, adding a telecom division in 2018, and forging partnerships with major utilities, municipalities, and commercial enterprises. He is going to make a great addition!



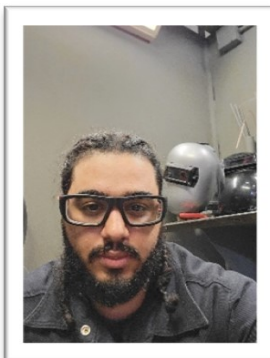
Also, a big thank you to Brian Ortiz for his guidance on our board over the last few years, we will miss you! But, we are excited that Brian isn't going far as he will be heading up one of our committees.

Training Center Update

The Training Center is almost done! A big thank you to the [Mid-America Carpenters Regional Council](#) apprentices and Mr. Shore for their help with our ceiling tiles. And to [All-Types Elevators, Inc.](#), [Elevator Design Services](#) and [Jenkins & Huntington](#) for all their help getting our elevator on the up and up. [Gerard at Added Sales Company](#) dropped off the shower base that will go into our onsite gym where candidates can work out to help them pass the physical requirements to get into several of the trades.



Workforce Development



Success Story: Hassan Zaghmoury

Hassan Zaghmoury, 30, is from Worth IL and is married with two kids. He has been a truck driver for almost a decade but became interested in construction because he wanted to learn a new skill. Last May, Hassan attended an info session for the Pipefitters with HIRE360 and decided to pursue welding. In preparation he was provided with test prep, financial literacy, and a letter of recommendation. He applied in July 2023 and was accepted in March 2024. He is currently in the 11 week program with the [Pipefitters Local 597](#). "The test prep helped me to study for the pipefitters test and I was able to score high enough to be accepted into the Pipefitters. Hire360 also helped my brother obtain

his CDL.” Congratulations, Hassan!

Illinois Works Kickoff

We are so excited to be kicking off the second cohort of 2024 for the Illinois Works pre-apprenticeship program! This program will teach candidates about the trades, take them on site tours, and get them certified in OSHA, CPR and more. A big thank you to the Chicago Public Schools’ Office of College and Career Success for all their help with recruiting. We look forward to the next 8 weeks with you all!



Mentorship

This month for Mentorship, we had an end of the year celebration at Paisans in Berwyn with a discussion on Money Matters: How to start saving for the slow months. Candidates learned tips on how to save and how to earn a little interest on their emergency funds. We will be off in July and start the new year of Mentorship in August.



400 Lake Shore Drive Groundbreaking

The HIRE360 team was thrilled to participate in the groundbreaking for Related Midwest's new project 400 Lake Shore Drive.



Take Charge Graduation

A hearty congratulations to the graduates of the Take Charge EV Pre-Apprenticeship 2024! Thank you to ComEd whose partnership was instrumental in creating and supporting this program. Very excited that several of the candidates have already passed the test, which allows them to get into the trades after just graduating!



Juneteenth Celebration

HIRE360 was a proud participant - along with the Mayor, Commissioner Lowry, and many other elected officials - in the Juneteenth Scholarship Celebration that Commissioner Dennis Deer and his wife Barbara created. It was an honor to work one last time with Commissioner Deer who dedication to the community knew no bounds



Progressive Talks' Labor Panel

WCPT show hosts Joan Esposito and Richard Chew discussed diversity and inclusion in the Trades, as well as some the O'Hare Airport with [HIRE360 Partners](#) Executive Director Jay Rowell, [Construction Industry Service Corporation](#) Executive Director Dan Allen; [Indiana, Illinois, Iowa Foundation for Fair Contracting](#) Executive Director Marc Poulos and Indiana, Illinois, Iowa Foundation for Fair Contracting DEI Outreach Associate Tamara McCollough. Click here to view the panel. <https://loom.ly/Xlo2I1>



CTA Outreach Event

HIRE360 participated in the CTA Workforce Outreach Event on June 6th, at Roseland Christian Ministries. Employers and organizations were there to provide job opportunities and resources to job seekers. HIRE360 was joined by partner organizations such as the [Chicago Transit Authority](#), [Chicago Women in Trades](#), and [Revolution Workshop](#). Approximately, 100 individuals attended this event. HIRE360 Staff met with several individuals and were supported by current candidates, James James, Michael Owens, and Quetin Williams.



Habitat for Humanity

“To know that this is happening, gives me the confidence to move forward ... I can’t express how proud I am of you all. And hope this is not the last time I’ll be seeing you.” ~ Alderman [Ronnie Mosley](#). Thank you Alderman for meeting our candidates working with [Habitat for Humanity Chicago](#).



Apprenticeship Openings

HIRE360 is excited to announce our trade partners are accepting applications for their apprenticeship programs:

- [Pipefitters Local 597](#) - the next application date for our welders in Local 597 is July 3. Your case manager can help you make a reservation to apply if you are interested in a high-tech career welding in a wide array of environments, from nuclear power plants to hospitals.
- [Electricians Local 134](#) – construction electricians assemble, install, maintain, and test every aspect of electrical equipment and support componentry, including power distribution, power generation, energy storage, and renewable energy production components. Applications are accepted every Wednesday from 9-11 a.m. at their Alsip location.
- [Roofers Local 11](#) - a Roofer and Water proofer perform many jobs: Applying hot and cold built-up roofing, applying various single ply roofing systems, Installing shingle, tile and slate roofs. Waterproofing foundations, plaza decks and traffic coatings. Lining ponds and tanks. Environmentally friendly green roofing systems. If you’re interested in this trade, please reach out to your case manager today.
- [Bricklayers](#): Bricklayers create architectural works of art with stone and tile. As with all trades, you should be prepared to work hard, outside and at heights on a regular basis to succeed in this trade. They will take a class early next year.
- [Boilermakers Local 1](#): If you have experience as a welder, and especially an AWS Welding certification, the Boilermakers are opening their apprenticeship program. This exciting career offers

opportunities building technical systems in energy production, manufacturing, and commercial construction. The deadline to apply will be in December, so reach out to learn more information on how to apply now.

- **Electricians IBEW Local 701**: Local 701 are the construction electricians in DuPage County. While there is no residency requirement to live in DuPage, be aware that the bulk of their work will be there. Construction electricians install and maintain electrical infrastructure in new and existing buildings. **NOTE: applications are for their 2025 apprenticeship program**, at their training center in Warrenville. **There are two training programs available**: Commercial Electrician & Telecommunications Electrician. You can apply for both at the same time!
- **Sheet Metal Workers Local 265**: If you're interested in HVAC and you're willing to work primarily in the Suburbs, the sheet metal workers offer an exciting opportunity. Sheet metal workers work with sheet metal products, designing, manufacturing, cutting, installing, and maintaining heating and cooling systems, metal siding, metal roofing and other productions in construction.
- **Heat and Frost Insulators Local 17**: The vital work of the International Association of Heat and Frost Insulators and Allied Workers has saved energy, saved money, and saved lives. Heat and Frost Insulators Local 17 offers an excellent five-year apprenticeship program that is now open for applications.

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

Business Development

Bally's Chicago 2024 Diversity Supplier Vendor Fair

Bally's Chicago continued its series of community outreach events on June 11th with their Diversity Supplier Vendor Fair at the Chicago Teachers Union office at 1901 W. Carroll Avenue, Chicago, IL. Attendees had an opportunity to hear from some of Bally's Small Business Development Resources including: the Chicago Minority Supplier Development Council, Women's Business Development Center, State of Illinois Business Enterprise Program, and BMO Bank Special Lending Zero Barriers to Business Division.

Bally's had many of their buyers, key stakeholders and decision-makers on hand to meet with diverse vendors and discuss opportunities in their casino operations:

- Procurement
- Human Resources
- Marketing
- Gaming Operations
- Table Games

- Slots
- Food & Beverage
- Facilities
- Building Services
- Security
- Transportation
- Finance
- Player Services
- Information Technology

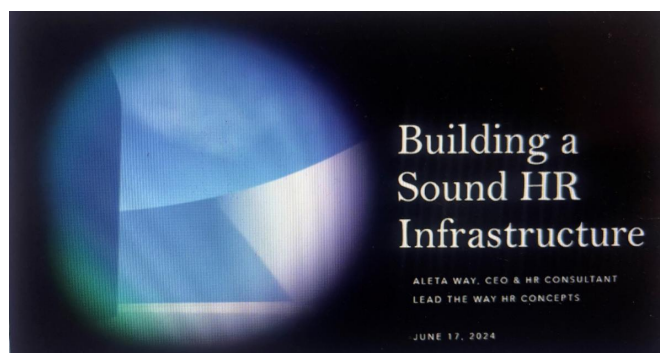
The day also featured presentations from representatives of the Chicago Community Builders Collective (CCBC), the construction project team responsible for delivering this project, the City of Chicago and Cook County M/WBE, VBE and SDVBE certification programs and BMO Bank made a presentation on access to capital. HIRE360 was represented by Stephen Brown, Business Development Program Specialist and Dave Thomas, Manager of Business Development and Supply Chain.

To learn more about Bally's Chicago and upcoming events visit their website at <https://casinos.ballys.com/chicago/vendors.htm> or call them at (888) 882-2559.



Lead the Way HR Webinar

HIRE360 Business Development is offering a series of webinars presented by industry experts designed to help clients be prepared for all aspects of business development and growth. The most recent webinar



took place on June 17th and featured Aleta Way, owner of Lead the Way HR Concepts, LLC, a company that serves as a professional resource for business owners by helping them establish a strong HR Infrastructure. The webinar was well attended by business owners seeking to understand how sound HR practices can lead to business growth and avoid pitfalls.

Ms. Way discussed the different aspects of and tools used to manage a company's HR infrastructure, including what she called the "7 Steps to Building the HR Infrastructure:

1. Hire a reputable HR Consultant, HR Business Partner or Experienced HR Manager
2. Determine the Scope
3. Develop the Plan
4. Gather and Analyze Data
5. Produce a Report
6. Create an Action Plan
7. Evaluate the Progress

Her presentation was supported by numerous real-life examples of what can happen if you are a business owner, and you don't have a sound HR infrastructure in place. Successes in gaining contracts and increasing revenues can be undone by a harassment lawsuit that resulted from failure to conduct proper background checks and interviews. She demonstrated just how important this topic was for business owners.

To learn more about Lead the Way HR Concepts, visit their website at

Youth Engagement

Student Intern Spotlight: Imari

Meet Imari, one of our student interns through our partnership with [Chicago Public Schools](#). He's a rising Junior with an interest in Construction. His first day on the job started off on a high note, as he got a chance to attend a groundbreaking ceremony hosted by his employer, [Related Midwest!](#) He was accompanied by his supervisors Jason and Rashaan and got a chance to hear from some of the people leading the way in building their [400 Lake Shore Drive tower](#). He also got a chance to sign the beam that will sit at the base of the building and get a great pic at the site!





Our Mission Is to Expand Employment Opportunities

IN THE NEWS

[ComEd, HIRE360 Celebrate Graduating Class of EV Pre-Apprenticeship Program | Business Wire, June 4, 2024](#)

Take Charge: EV Pre-Apprenticeship Program graduates 16 local residents ready for trades careers supporting Illinois' fast-growing EV sector

[Read the full article here.](#)



Black Men United (BMU), founded by President John F. Harrell, Vice President Terry Young, Co-Founder Johnny Jackson, and Co-founder Anthony Prince, is making a significant impact across the nation. The Black Men United Foundation, with its 37 chapters in 37 states, is dedicated to approaching urban communities through initiatives focused on violence reduction, addressing food insecurities, and providing opportunities for workforce development while building



Custom Contracting delivers innovative construction solutions to some of the most respected organizations in the Chicagoland area. With deep knowledge and broad experience gained over nearly four decades of success in the construction industry, Custom Contracting approaches each engagement knowing that the work it does directly impacts the success of its clients and the quality of life for those who work and live within the environments it creates.

bridges and not walls.

Since March 2020, BMU has been actively involved in giving back to communities. In the Chicago area alone, we have supported over 500,000 individuals and through generous contributions exceeding \$10 million in donated supplies.

BMU serves the following Chicago areas: Austin, Humboldt Park, North Lawndale, South Lawndale, East Garfield Park, West Garfield Park, and all westside communities. The southside communities include Roseland, Englewood, Auburn Gresham, Bronzeville, Chatham, Southshore, and Greater Grand Crossing. West suburban communities include Proviso Township, surrounding suburban communities, and the Southland suburban communities. BMU has extended far beyond Chicago, reaching over 12 million people nationwide.

With Pastor Harrell recently joining HIRE360's Board of Directors, we're excited to further develop our partnership with BMU.

As the construction industry continues to evolve, Custom Contracting stands poised to lead across the dimensions that matter most to its clients. In 2023, the company demonstrated its leadership by achieving formal certifications as a Women's Business Enterprise (WBE) by the Women's Business Enterprise National Council (WBENC), the City of Chicago, and the State of Illinois BEP. A rarity in the construction industry, WBE certification sets Custom Contracting apart and enhances its value to clients.

Custom Contracting believes that its continued success depends on the commitment of each team member to live up to its formally stated mission—building a healthy place in our world—a mission whose multilayered meaning embodies the company's legacy, culture, and reason for being.

Plans may change, their commitment doesn't.

HIRE360

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