



Industry Led. Community Focused.

NOVEMBER 2024 E-NEWSLETTER

Workforce Development

Success Story: Robert Romo

Roberto Romo, a 34-year-old Latino male from Cicero, Illinois, is married with two children. Raised in a predominately Latino neighborhood, Roberto is the second youngest of eight siblings. His father worked long hours, while his mother was the primary caregiver. Growing up in a full house and a rough neighborhood, Roberto faced many challenges but never got involved in gangs. His parents lived paycheck to paycheck, unable to afford their children's desires. Determined to progress in life and earn good wages for his family, Roberto pursued various trades, from body shops to serving. His skills ranged from making a Skinny Margarita to performing an oil change. Despite his efforts, Roberto struggled to pass the aptitude tests for the Pipefitters and IBEW Local 134 apprenticeship programs. However, his journey took a positive turn when he discovered HIRE360 through Instagram. After attending one of HIRE360's weekly orientation sessions, Roberto knew this was the path forward for him.



He participated in the HIRE360 Take Charge EV Pre-apprenticeship Program in 2024 and gained valuable skills and certifications. During his time in the pre-apprenticeship program, Roberto was able to learn more about the different apprenticeship programs. Working closely with his case manager, Roberto identified his goals and interests and learned about the [Mid-America Carpenters Regional Council Apprentice](#)

With the support of the Take Charge pre-apprenticeship program, Roberto successfully applied and passed his aptitude test. He took full advantage of HIRE360's prep courses, test prep sessions, and supplemental study materials to prepare for the aptitude test he initially failed. He has been accepted into the Local 1027 Mill-Cabinet Program from the Mid-America Carpenters Regional Council.

Roberto now feels he has found his career and continues to receive assistance from HIRE360 as he progresses in the trades. He is grateful for the support and guidance that has helped him achieve his goals.

AFL-CIO President Joins a Certification Class

We had the honor of welcoming Elizabeth 'Liz' Shuler, President of the AFL-CIO, for the second time to the HIRE360 Training Center for a special luncheon with the [Chicago Federation of Labor](#). During her visit, she observed our candidates in action participating in a CPR class and shared insights about the AFL-CIO's role and its collaboration with union trades across various sectors. We are grateful for her leadership and dedication to the labor movement!



Latinx Opportunity Reception

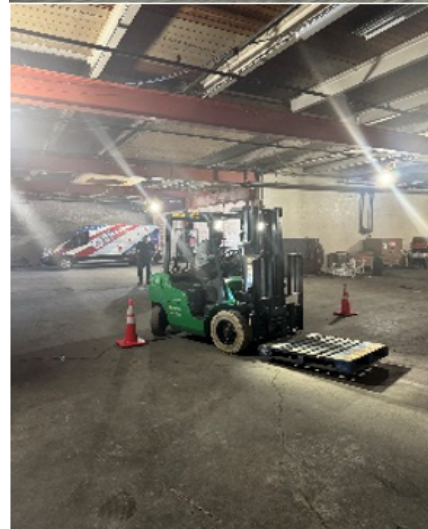
In honor of Latinx Heritage Month, we hosted our fourth annual Latinx Opportunity Reception last night, in partnership with the Metropolitan Water Reclamation District of Greater Chicago! A big thank you to Jay Rowell, Executive Director of HIRE360, for leading the event and sharing insights on workforce development, and to Marcus Jordan from IUOE Local 150 for contributing to the discussion.

We were thrilled to be joined by many community partners, including the Chicago Federation of Labor and LIUNA Chicago Laborers' District Council. Special shout-out to MWRD Commissioner Marcelino Garcia and CEO Alaina Harkness for their leadership in building a diverse, skilled workforce and expanding opportunities in the water sector!

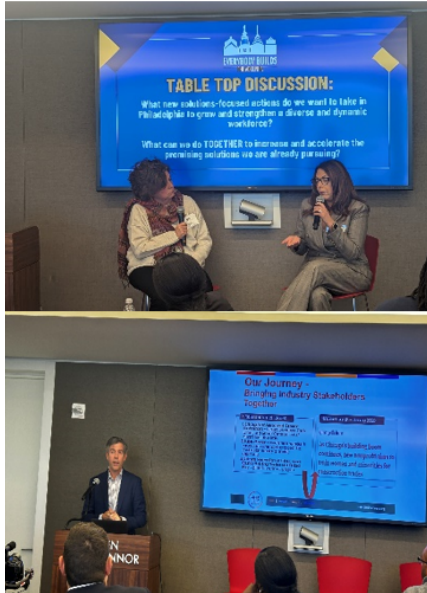


Forklift Certification at HIRE360

Our HIRE360 candidates took a major step forward by participating in a forklift certification class! The training kicked off with classroom sessions covering essential safety procedures, followed by hands-on practice to master forklift driving skills. We're proud to provide opportunities that equip our candidates with the knowledge and experience needed for success!



Everybody Builds Philadelphia

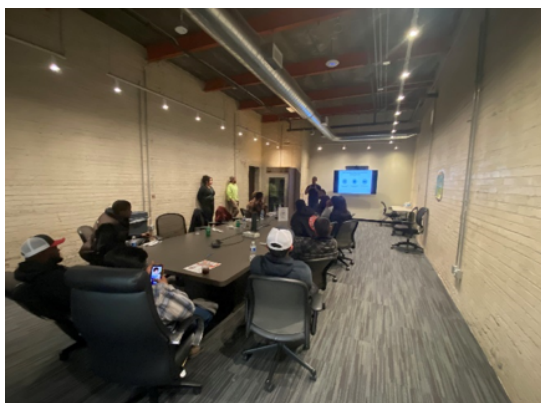


Congratulations to Everybody Builds Philadelphia on the incredible progress they're making in the city! We were honored to share key insights from our experiences over the past four years at their stakeholder retreat. The day featured great presentations and discussions from The Pew Charitable Trusts, Equitable Cities Consulting, the Philadelphia 76ers, JPMorgan Chase and many more. We look forward to continuing our collaboration in advancing equity and opportunity in the construction industry!

Mentorship

In October, our Mentorship program highlighted personal finances and strategies for saving during slower periods. We extend a big thank you to Wintrust Bank - Little Village for leading this insightful conversation and answering our questions. Our mentors also shared their personal finance tips to help manage and plan for downtimes.

Interested in joining our Mentorship Program? Contact your case manager or email info@HIRE360Chicago.com. We can't wait to have you with us!



Apprenticeship Openings

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

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. Applicants will be accepted throughout the year. Applications will be available Monday through Friday between 8:30 am to 3:00 pm at the DCTC office or online at www.bac2school.org. Secure your spot by applying today.

Electricians IBEW 134:

- Electricians assemble, install, maintain, and test electrical equipment and wiring systems in residential, commercial, and industrial settings. The apprentice program is five years in duration, and is registered with the U.S. Department of Labor, Bureau of Apprenticeship and Training. The program consists of on-the-job training provided by union electrical contractors, and related classroom instruction. Applications are accepted every Wednesday between 9 am-11 am. For more information contact your case manager.

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 online applications.

International Union of Operating Engineers Local 150:

- Applications are still open for trades such as Heavy Equipment Repair Technician, Geothermal Well Driller Operator, and Construction & Building Inspector. If you are interested, please contact your case manager.

Pipefitters Local 597:

- Are you interested in becoming a Pipefitter? Pipefitters work in industrial settings building systems that deliver gas, steam, chemicals and other necessary components that keep factories and manufacturing plants running. Pipefitters work outdoors on projects on a massive scale. Applications are available by registering for an application session [here](#). Registration open on the **FIRST** Wednesday of the month

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.

National Apprenticeship Week

National Apprenticeship Week (NAW) offers numerous benefits for future apprentices. To register to attend click on the link or contact your case manager.

Dates & Apprenticeship Programs:

- Monday, November 18th, 2024: Roofers Local 11 [Register Here](#)
- Tuesday, November 19th, 2024: IUEC Local 2 Tour [Register Here](#)
- Wednesday, November 20th, 2024: Bricklayers Tour [Register Here](#)
- Thursday, November 21st, 2024: Panel: Life as an Apprentice [Register Here](#)
- Friday, November 22nd, 2024: Plumbers Local 130 Tour [Register Here](#)

Upcoming Pre-Apprenticeship Program

Exciting News! HIRE360 and Constellation are launching a new cohort of the Empowering Futures program. This dynamic 5-week program offers two incredible career pathways: a potential position with Constellation as a Mechanical Maintenance Technician or the opportunity to apply for a building trades apprenticeship program. Don't miss out on this chance to jumpstart your career! Visit the [HIRE360](#) for more information and requirements about our Empowering Futures program.

Citywide Career Fair

We had a fantastic time participating in the Fall 2024 Citywide Career Fair at Olive Harvey College! Alongside our partners, including CTA, Chicago Women in Trades (CWIT) and Revolution Workshop, we connected with hundreds of job seekers eager to take the next step in their careers. With over 30 employers in attendance and nearly 300 individuals on-site, our team met some incredible people, including current HIRE360 candidate Gregory Todd, who was on hand to share his journey. We're proud to help empower individuals on their path to success!



Join Us at HIRE360!

Come join us at HIRE360! We're a dynamic and creative team, dedicated to excellence and quality. We value our employees and foster a team-oriented environment with a larger purpose of serving our community. Be a part of driving meaningful change! [Click here to apply now](#) for one of our exciting open roles.

Business Development

Save the Date!



HIRE360 BUSINESS DEVELOPMENT
PRESENTS
"BONDING FOR YOUR COMPANY"
Presenter: SHARON WALDVOGEL

Extensive background in commercial insurance and risk management, Sharon focuses on strong client relationships. She manages the team at Infinity Brokers that oversees the bond department. Managing the financials that provide performance & payment bonds, wage & welfare bonds, license & permit bonds, and many other surety needs. Our process ensures quick approvals and competitive rates. Dedicated to raising industry standards, and supporting communities, Sharon is on the Big I of Illinois Board of Directors as well as local county associations in the Chicagoland Area, including DuPage.

November 13, 2024, 10:00AM – 11:00AM



For more information contact Dave Thomas at (312) 217-9723 or dthomas@hire360chicago.com

Renewable Energy Contractor Clinic

Last month, HIRE360 hosted a “Renewable Energy Contractor Clinic” at its new training facility located at [2540 S. State Street](#), in Chicago. The free event included presentations on how to register as an Equity Eligible Contractor (EEC), and how to participate in the Illinois Shines and Illinois Solar for All programs. More than 50 attendees learned how to access free business advising and small business resources from the Cook County Small Business Source, an overview of grant opportunities from the Department of Commerce & Economic Opportunity (DCEO), and information on working capital loans, certification support and other no cost resources for contractors that HIRE360 provides.



The presentations covered excellent information on the EEC certification program and requirements along with explanations of the categories of Approved Vendor, Subcontractor, and Designee. There was feedback given on the various pre-construction grants available as well as the gap funding through the Illinois Finance Authority. The surveys received from the businesses involved will enable us to continue the process of obtaining and conveying updated information as needed. We welcome inquiries and will provide any assistance and connections to businesses that are interested in projects in the clean energy industry.

A huge thank you to everyone who attended and presented at the HIRE360 Contractor Clinic. Each presenter's experience and expertise were incredibly valuable to the businesses. We'd also like to thank State Senator Mattie Hunter for welcoming our attendees.

Youth Engagement

HIRE360 - In the Schools!

We are back talking directly to students and letting them know about the exciting world of Construction. Last month we participated in the [Homewood-Flossmoor High School Career Fair!](#) Our Manager of Youth Engagement Rashaan Meador along with our Industry Representative Ryan Brown, answered questions and gave information out to hundreds of students exploring careers and post-secondary options. We were also accompanied by our friends from [IBEW Local 134](#) and [Pipefitters Local 597](#). This direct outreach will continue throughout the 2024-24 school year.



Disney Magnet Career Fair

HIRE360 recently participated in an exciting career fair at Disney Magnet, where high school students from 10th, 11th, and 12th grades had the opportunity to explore various career paths and speak directly with professionals. Students engaged with representatives from the military, construction trades, and a variety of colleges, gaining valuable insight into different post-graduation paths.

The atmosphere was lively and engaging, with many students eager to apply to trade programs after graduation. It was an inspiring day filled with curiosity, ambition, and a new perspective on career possibilities beyond the conventional college route. HIRE360 looks forward to seeing these motivated students join the trades and build fulfilling careers in the near future.



Our Mission Is to Expand Employment Opportunities

IN THE NEWS

HIRE360 Revoluciona la capacitación, desarrollo empresarial y diversidad en los Oficios! El Dia News, October 5, 2024



Read the full article [here](#).

La innovadora instalación abre puertas a carreras y oportunidades empresariales para comunidades subrepresentadas en los oficios, la energía limpia y más



**CORPORATE
COALITION**
* * of CHICAGO * *

Calling all employers: Looking to fill open positions? Access untapped talent? Increase retention?

Join the fair chance movement and a growing network of business leaders that recognize the benefit of hiring justice-impacted individuals by joining the Fair Chance Hiring cohort!

What we do: We work with companies to hire, retain and advance justice-impacted talent (who represent 1 in 3 working age Americans). We get to know each company's current policies, share best practices, and provide hands-on support to help your organization decide where and how to take action to pursue fair chance hiring.

URGROUP
Infrastructure Development

The Ur Group is a construction management firm, located at [2515 Waukegan Road, Deerfield, IL 60015](#). The company is owned and operated by Ty Carson. Their solutions are tailored to meet the needs of their customers, on both public and private sector construction projects. The Ur Group will provide comprehensive services, from the earliest planning stages right through final project closeout. They tailor their services and staff to meet the needs and budget of their clients, while providing the highest level of service in the most effective and cost-efficient manner.

Why us? Our nine-month programming brings together business leaders, for best practices, customized coaching, and peer learning to support companies on their fair chance journey. We cover topics ranging from revisiting your background check process, to recruiting strategies and partnerships, to launching and scaling fair chance hiring pilots - and more. We've worked with 14 companies, 59 individuals, and a range of industries, from manufacturing to utility companies to real estate management.

Who should join? If your company wants to pursue fair chance hiring and is looking for support to bring this goal to life, this cohort is for you! We ask that employers come ready and eager to (1) share their goals, successes and challenges with each other and (2) actively identify and drive HR and organizational changes to hire this talent pool.

Want to learn more? Reach out to Steph Dolan (steph.dolan@corpcoalition.org) and Liana Bran (lbran@carachicago.org) to hear why businesses are pursuing fair chance talent and learn more about our program, opportunities to take action, and results from our previous cohorts. You can also learn more [here](#).

The Ur Group's focus is on the following construction service areas:

- Construction Management
- Commercial
- High-Rise Residential
- Transportation Highways and Roads
- Corporate Interiors
- Federal & Public
- K-12 Education
- Athletics & Recreation
- Demolition and Hauling

Among the Ur Group's clients are Walmart, Target, Schneider Electric, Kroger, and the City of Chicago. They also have a transportation and logistics arm called Ur Transit which offers a wide variety of trucking services. They are DBE certified and carry the following NAICS Codes: 484110, 484121, 484220, 237310, 238990, 238910, 562119, 237990, and 327992.