



# *Establishing Metrics for Tracking Energy Efficiency Job Creation and Diversity in IQ Communities*

October 30, 2019

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# Who We Are...



**Chicago Jobs Council**

**Frontline Focus Training Institute**



[www.cjc.net](http://www.cjc.net)

# Agenda



- Workforce Programs & Performance Metrics
- Why Metrics Matter
- Diversity & Equity
- Resources
- Discussion Question

# *Workforce Programs & Performance Metrics*

# Workforce Program Models



Types of workforce programs, include:

- Work-Based Learning (Transitional Jobs & Apprenticeships)
- Employment Prep & Placement
- Industry- Specific Training
- Industry Partnerships



# Commonly Tracked Metrics

- The workforce we just discussed are common in Illinois and many communities. These are a few common metrics the programs track:
  - Job Placement
  - Retention (30, 60, 90-day benchmarks)
  - Wages & Benefits
  - # of clients enrolled in services
  - # of clients placed to goal
  - # of business/employers served
  - # of clients gaining credentials or measurable skills increases

# Metrics are Measures = Accountability

Whatever you call your metrics, they tell how you're doing in contrast to your goals!

- Performance Metrics
- Key Performance Indicators (KPI)
- Business Metrics





# Things to consider

- Questions to ask as you think about your metrics:
  - What are the deliverables?
  - How are we measuring?
  - Where are we measuring?
  - When? Frequency?
  - Why does it matter?





# Are there leaks in your metric “pipeline”?



Where are the leaks occurring?

What adjustments are necessary?

AND...are the goals you've set

SMART?



# *Why Metrics Matter*

# Why do metrics matter?

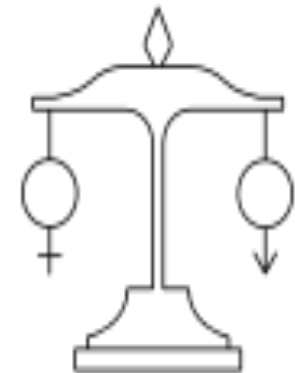


# Gender, Race and Place Disparities



Unemployment rate and economic mobility in Illinois is racialized

- Race and Place
  - Concentrated rates of unemployment and poverty in some rural and urban communities
- Gender disparities are disproportionate in some sectors
  - Skilled trades, construction & IT are
- Systemic barriers (Drivers License Suspension, Spatial Mismatch, Education, Mass Incarceration)



# *Creating Job Diversity*

# What is Job Diversity?



A fairly new term used to **describe & quantify** characteristics associated with a job or work function:

- Position or Job Category
- Gender
- Race
- Capacity (PT or FT)
- Benefits
- Time (Retention)

# Creating Opportunity for Equity



- Direct Jobs
- Indirect Jobs
- Induced Jobs
  - Vendors
  - Suppliers

Are you able to meet metrics through contracting with diverse vendors & suppliers?

Can you negotiate with them to set diversity goals for recruitment & hires?





# Creating Opportunity for Equity: Examples



Illinois Tollway Project - a 15-year, \$14B Capital Project

- [Illinois Tollway Diversity Program](#) has 3 foundational goals: Access, Participation, Advancement

Illinois Community College Board

- [Workforce Equity Initiative](#) & [Grant Recipients](#)



# Resources



- Illinois Department of Commerce & Economic Opportunity, [\*A Plan to Revitalize the Illinois Economy and Build the Workforce of the Future.\*](#)
- Governor Pritzker's [\*Executive Order 3\*](#)
- Illinois Department of Employment Security, [\*Women and Minorities in the Labor Force.\*](#)
- National Skills Coalition, [\*The Roadmap For Racial Equity.\*](#)

# Resources



- Forbes | Insights: Global Diversity and Inclusion, [\*Fostering Innovation Through a Diverse Workforce.\*](#)
- Visit the Jobs Council's [website](#) and Frontline Focus Training Institute [courses](#)
- License to Work Act ([SB 1786](#)) & [Website](#)

**UPDATE 10/29: License to Work passed in the IL House and is on the way to the Governor's Desk!!!**



Questions

# Stay Connected



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# Discussion



- **What should be tracked when measuring job diversity and job creation?**
- **What might be hard to measure? What might help address this challenge?**