

Calumet Manufacturing Initiative

PARTNERSHIP LEAD ORGANIZATION – ILLINOIS MANUFACTURING EXCELLENCE CENTER

SERVICE AREA

MULTI-STATE: Cook County in Illinois, and Lake County in Indiana; and serves the following cities: Chicago, Illinois; Calumet City, Illinois; Dolton, Illinois; Harvey, Illinois; Markham, Illinois; Maywood, Illinois; Westchester, Illinois; Cicero, Illinois; Berwyn, Illinois; Blue Island, Illinois; Whiting, Indiana; East Chicago, Indiana; Gary, Indiana; Hammond, Indiana; Lansing, Indiana.



Program to Date (January 2017 – September 2020)

Overview

The America's Promise grant was used to accelerate the development and expansion of regional workforce partnerships committed to providing a pipeline of skilled workers in specific sectors. The program's primary purpose was to recruit, train, and place underrepresented populations in the high demand field of Advanced Manufacturing.

As a group, the grant funds were utilized for helping individuals get the skills necessary for employment in manufacturing in the Chicago Metropolitan area with a focus on the southern part of the City and Cook County (the Calumet region). This award brought together an extensive set of partners including Calumet Area Industrial Commission, Chicago Federation of Labor Workforce and Community Initiative including IBEW Local 134 and SMART Local 73, Prairie State College and the Chicago City Colleges, Chicago Cook Workforce Partnership, City of Chicago Department of Planning and Development, the Cook County Bureau of Economic Development, Jobs to Move America and the Chicago Metro Metal Consortium, among several others, to form the Calumet Industrial Sector Partnership (CMISP).

Individuals were recruited by our team and eligible participants were enrolled in qualified manufacturing programs in the state. To help participants enter the manufacturing industry upon graduation, a Career Pathways chart was created based on industry needs and target occupations. Information about training pipelines was developed for participants as well. Many participants entered on-the-job training or incumbent worker training to further their careers.

Program Highlight

The Calumet Area Industrial Commission's Manufacturing Accelerated Bridge Program introduced newly graduated high school seniors to the field of manufacturing. This is important because most high schoolers graduate without any exposure to manufacturing. They are unaware of the great pay and benefits that a career in industry can bring.

The program was four weeks long, Monday through Friday, with each class about four hours long. To recruit students, team members (many of whom have had careers in the field of manufacturing) went into high schools to



explain the program to seniors – and worked with principals and key teachers to help get in front of the right students. Normally these were students who had shown an aptitude for working with their hands as well as their heads in classes like welding or introduction to machining.

This program introduced manufacturing concepts, had a certified OSHA instructor do OSHA 10 training, students received certification in Lift Truck Operation, and there was also a Lean Manufacturing training. Stats:

- ★ Math scores of students at the beginning were a mean grade level of 6.5; by the end of the program they were 10.5.
- ★ Self Confidence of entering students (measured by the students themselves) on a 10-point scale was 4.5. Leaving the program that had increased to 9.0 out of 10.

Regional Workforce Partnerships and Sector Strategies

Along with the community and government organizations, CMISP consists of over 30 manufacturing businesses who come together to solve common business challenges.

The partnership created two action teams to support the overall goals of the partnership. The Business to Business (B2B) Networking Action team and the Workforce Action team. The B2B team focused on developing a network of manufacturers to support the economic vitality of the Calumet region. This team served as the go-to spot for problem solving, accessing suppliers and customers, gaining references, and keeping business in the region in order to support the economic vitality of our community. Some of the results of the B2B Networking Action team are:

- ★ Quarterly facility tours and social events
- ★ Online forum to promote B2B connections
- ★ Creation of networking “hub” providing core services and contact information for manufacturers across the region.
- ★ New business and sales as a result of business connections made through the partnership
- ★ Virtual manufacturing matchmaking events
- ★ Virtual childcare options webinar



The Workforce Action team tackled the skills gap and provided meaningful career opportunities for local residents by increasing awareness about the industry, promoting careers in manufacturing, and aligning training and curriculum with industry needs. This has resulted in:

- ★ Partnering with schools on career nights and opportunities to increase awareness about manufacturing careers among students, faculty, and staff
- ★ “Taste of Manufacturing” tours with local high school officials/counselors
- ★ Defined foundational skills that are most important to businesses and adoption of new curriculum in area schools and training providers



- ★ Ongoing definition of critical jobs and skill needs to align training and curriculum to meet needs of industry
- ★ Manufacturing Day tours/events

Success Story and Impact

Wayne Crump came to OAI (CMISP member) in December 2018 and was enrolled in DCEO Youth Career Pathways (YCP) Manufacturing Program. The YCP program provides our youth between the ages of 18-24 with a chance to attain four nationally recognized credentials:

- ★ Forklift Operator Certification
- ★ OSHA 10 Hour Certification
- ★ National Incident Management System (NIMS) 1
- ★ National Incident Management System (NIMS) 2

This program also engaged the youth with many local manufacturing company tours. One of the tours that stood out to Wayne was Morrison Container Handling Solutions (a manufacturing member of CMISP). Wayne was so compelled with the tour, he wrote a thank you note – we've never had any intern to express their appreciation ever! OAI immediately forwarded the note to Morrison CHS.

Wayne brilliantly completed the training, earning his four nationally recognized credentials and his 7-week paid internship. Wayne's internship was at the company he had envisioned himself at during the tour, Morrison Container in Glenwood, IL. Needless to say, he was very eager to start his internship and learn all he could. Morrison Container ultimately has employed Wayne as a full-time Mechanical Design Engineer Trainee, earning a competitive salary.

Oluwatobi (Tobi) Odetoyinbo, graduated from T.F. North High School in Calumet City in June 2017 and went on to Prairie State College (PSC). As a result of the program he graduated from PSC with an Associate's Degree in Manufacturing Technology and got a job with a manufacturer that pays \$30 an hour. Oluwatobi shared that "The Bridge program was a great experience, a great program and I hope it continues for others."

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