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Building a More Equitable Future: Rethinking the College Mobility Narrative & Local Efforts to Close Opportunity Gaps in the Workforce





Spotlight on Chicagoland

- What does the latest data show?
 - How can we change mindsets and systems?
 - What's one way employers are changing to close equity gaps?
 - Is it enough?
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Advancing Workforce Equity

As the workforce grows more diverse, racial inequities threaten the region's economic prosperity.



Definition of Workforce Equity

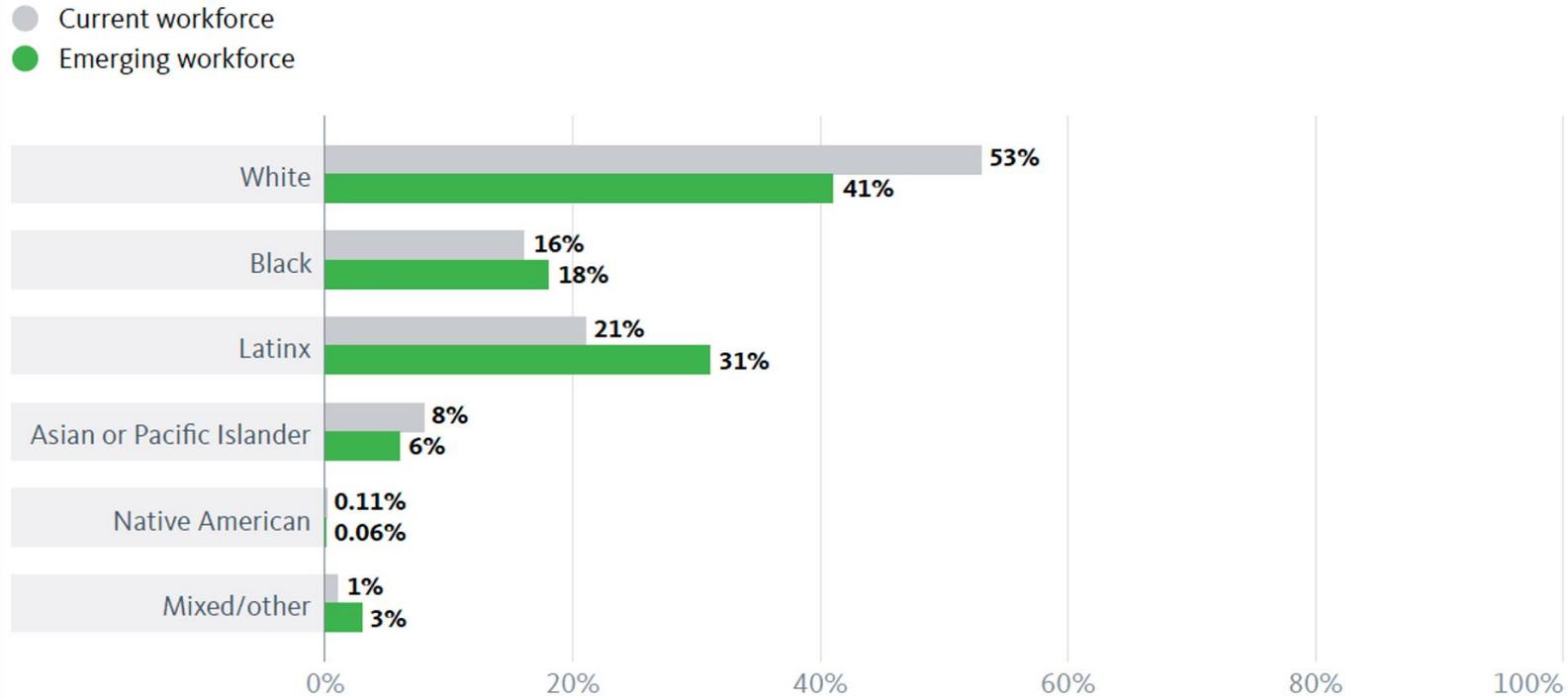
In an equitable workforce, race, ethnicity, gender, and other demographic characteristics no longer predict one's outcomes in the labor market. All people have equitable access to jobs that are safe, pay a living wage, offer benefits, provide career pathways, and opportunities for mobility. The workforce – both public and private – is representative of the general population at all different levels of skill and pay across occupational groups and sectors.

Our strategies are systemic so that equity is permanent.



Nearly half of Chicago's current workforce, and almost 60 percent of the emerging workforce, are people of color.

Current and Emerging Workforce Demographics by Race/Ethnicity, Chicagoland Region, 2018



Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe of emerging workforce includes all people under 25 years of age, while current workforce includes the employed population between the ages of 25 and 64.

The region's GDP could be more than \$136 billion larger if racial gaps in income were eliminated.

Actual GDP and Estimated GDP with Racial Equity in the Workforce (billions), Chicagoland Region, 2018

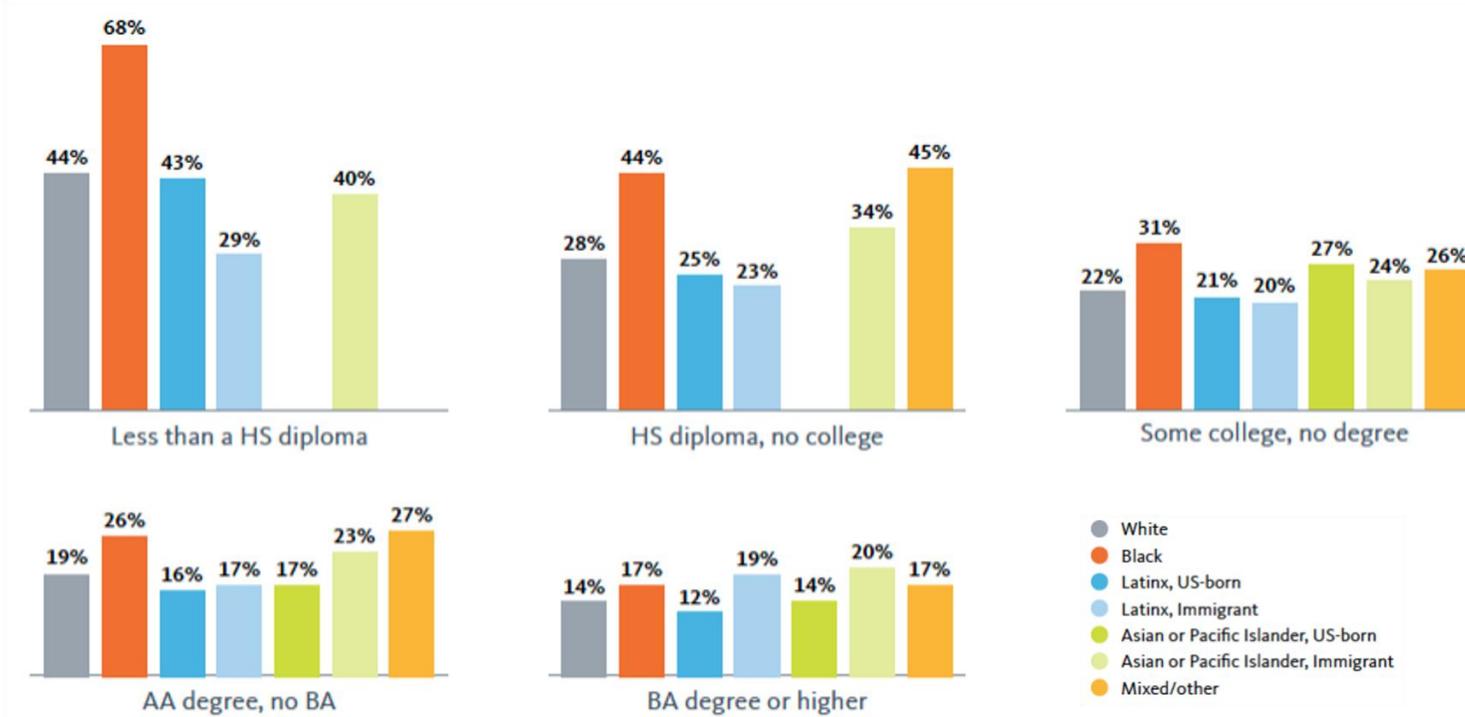
- GDP in 2018
- GDP if racial gaps in income were eliminated



Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes the population ages 25-64. Data reflect a 2014-2018 average. Values are in 2018 dollars. See the methodology for details on the analysis.

Across racial/ethnic and nativity groups, joblessness declines steadily as educational attainment increases, but racial inequities remain.

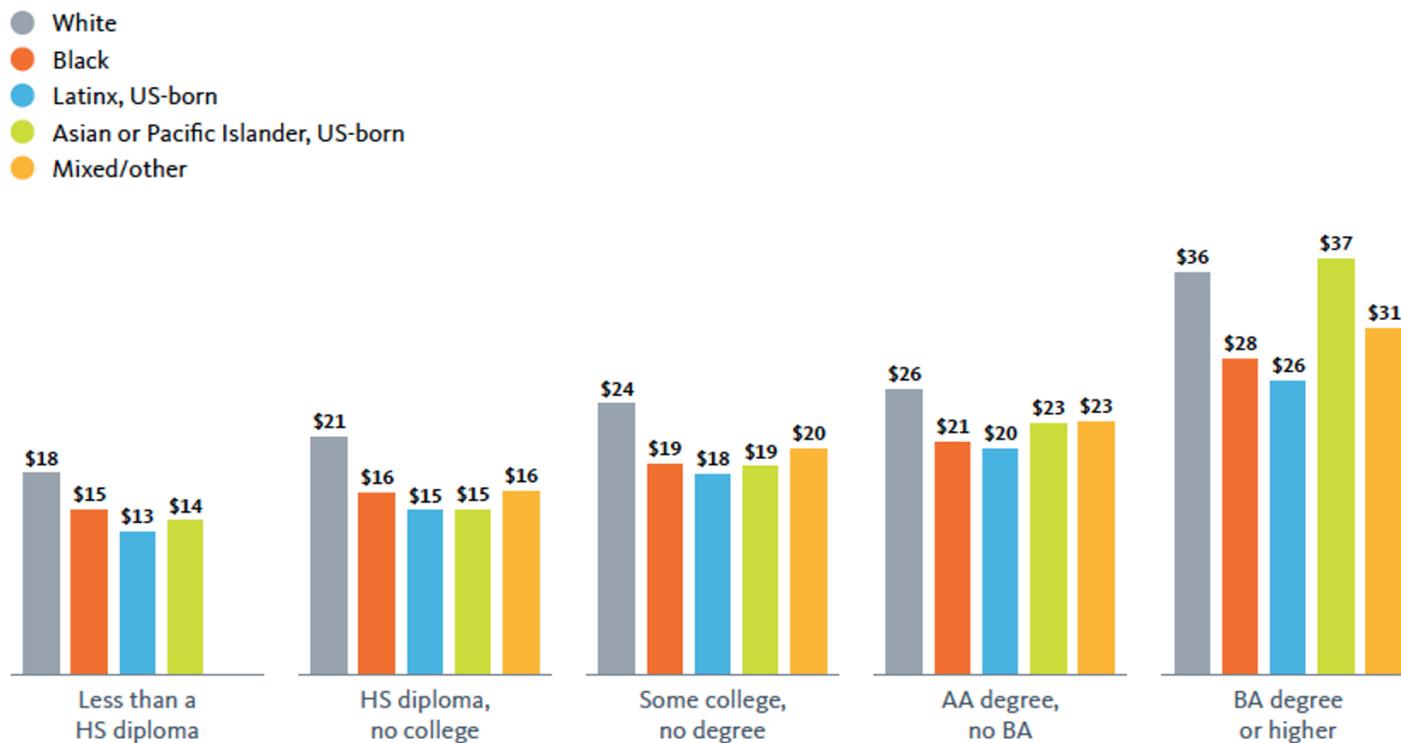
Joblessness by Educational Attainment, Race/Ethnicity, and Nativity, Chicagoland Region, 2018



Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes the civilian noninstitutionalized population ages 25-64. Joblessness is defined as those unemployed or not in the labor force as a share of the total population. Data reflect a 2014-2018 average; Native American workers, and Asian or Pacific Islander workers at some educational levels, are not included because of small sample size.

Black and Latinx workers earn substantially less than their White counterparts at every level of educational attainment.

Median Wages by Educational Attainment and Race/Ethnicity, Chicagoland Region, 2018



Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes civilian noninstitutionalized full-time wage and salary workers ages 25-64. Data reflect a 2014-2018 average; Native American workers are not included because of small sample size. Values are in 2018 dollars.

Childcare places a higher financial burden on Black and Latinx households.

Median Income and Childcare Cost for Households with One Childcare-Aged Child, Chicagoland Region, 2018

● White

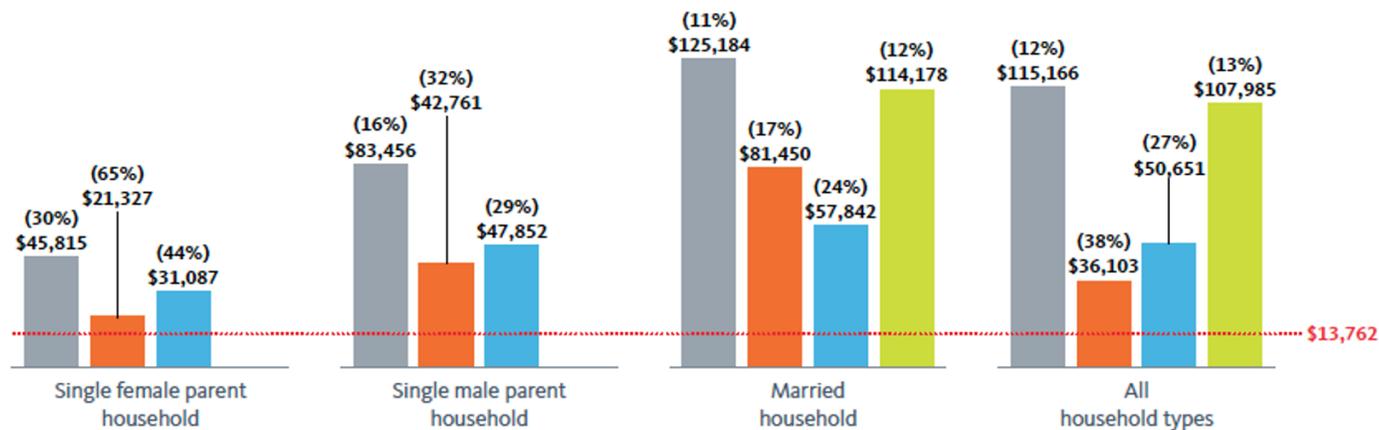
● Black

● Latinx

● Asian or Pacific Islander

..... Average cost for childcare

(%) Childcare cost as % of income



Source: Authors' analysis of data from the 2018 5-year American Community Survey microdata from IPUMS USA and estimates of childcare costs from Child Care Aware of America. **Note:** Universe includes households with one child under the age of five. Data is not reported for household types and racial/ethnic groups with insufficient sample sizes. Average annual cost of care at a daycare center for one infant child in Illinois in 2019 was \$13,762. Data on median household income reflects a 2014-2018 average. All values are in 2019 dollars.

Our Guideposts for Implementation

- Elevate and amplify worker voice and worker power
- Use sector-based workforce development strategies to build pathways into good jobs for workers of color
- Improve job quality and economic security for workers of color
- Develop strategies to close racial gaps in the social determinants of work
- Leverage this report to inform and influence existing coalitions and convenings



Progressive Postsecondary Pathways (ProPath) Fund at the



ProPath Fund

- ProPath Fund is a sub-fund of the Chicagoland Workforce Funder Alliance (CWFA) a local learning community.
- It is a place for Education and Workforce Funders to co-invest in ProPath work.

CWFA Management Committee



ProPath Members



Progressive Postsecondary Pathways

What is a Progressive Postsecondary Pathway (ProPath)?

Progressive Postsecondary Pathways **allow individuals to alternate between and combine periods of education/training and employment**, and thereby progressively build towards college and career success over an extended period of time.

ProPath opportunities offer instruction (e.g., career focused instruction, on-the-job learning and training) and paid opportunities for growth and advancement.

Examples of ProPath opportunities may include apprenticeships (e.g., part of a trade, financial services) or credential and certificate programs (e.g., nurse certification).

Identifying, Coordinating and Sharing Progressive Postsecondary Pathways

Historically, there has been little knowledge of how to guide young adults towards quality proPath opportunities. The ProPath Fund at the Chicagoland Workforce Funder Alliance (CWFA) is working to identify and promote quality proPath opportunities so that all students have access to quality postsecondary options.

Objectives Guiding This Work

ProPath Objectives

- 1 Collect Accurate and Actionable Data
- 2 Create Shared Platforms, Technology and Tools
- 3 Establish Quality Guidance

COVID Impact

- Status of programs?
- Plans for young adults may have changed.
- Mindsets may be shifting, but is there capacity? Is there enough enrollment?



Activating Employers for Change

- Sector Partnership Model
 - Chicagoland Examples
 - Chicagoland Healthcare Workforce Collaborative
 - Financial Services Pipeline
 - Calumet Manufacturing Industry Sector Partnership
 - Early Childhood Education
 - Public Health
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Chicagoland Healthcare Workforce Collaborative (CHWC)

- **Mission:** The Chicagoland Healthcare Workforce Collaborative is an employer-led consortium that collaborates with industry partners to support an inclusive healthcare workforce, provide accessibility for unemployed and underemployed populations, and develop innovative responses to the evolving needs of the healthcare workforce.
- **Goals:** Retention & Career Pathways; Education & Training Partnerships; Local & Targeted Hiring
- **Example:** Medical Assistant Pathway Program

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Is it enough?

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Feel free to reach out!

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