

# BOARD OF DIRECTORS

**Kay Kneeland**, *Chairperson*  
Retired, Abbott Laboratories

**Brad Harper**, *Vice Chairperson*  
Uline

**Allen Berger**, *Treasurer*  
Plante Moran

**Kimberly Bertini**  
University of Illinois Hospital  
& Health Science System

**Jim Biel**  
BlackHawk Industrial

**Nyerere Billups**  
AbbVie

**Jeff Cercy**  
AbbVie

**Mark Foster**  
Community Partner

**Ron Gerlach**  
Retired, AbbVie

**Dan Kane**  
PGIM

**Marc Michelotti**  
Marc Partners, LLC

**Garth Sager**  
Chalet Landscaping, Nursery,  
and Garden Center

**Veda Wilkins**  
P&G

**John Zachara**  
Integrated Facilities Solution, Inc.



## DIRECTORS EMERITUS

**Steve Blinderman**, *Chairperson Emeritus*  
Blinderman Construction Co.

**Mary Charuhas**, *Chairperson Emeritus*  
Community Partner

**David Liebman**, *Chairperson Emeritus*  
Merit Partners, LLC

**Edward Polen**, *Chairperson Emeritus*  
EMCO Chemical Distributors

**Bill Almond**  
First Midwest Bank

**Jon Hirsch**  
Krügel Cobbles, Inc.

**Bill Kelley**  
Jelly Belly Candy Company

**Richard Morris**  
The Veterinarian Cooperative

**Robert Render**  
Lakeside 360 Partners, LLC

**Patrick Sullivan**  
Suss Consulting, Inc.







YOUTHBUILD LAKE COUNTY

# 2022-2024 STRATEGIC PLAN



# YOUTHBUILD LAKE COUNTY

## MISSION

Provide underserved young adults with the education, training, and life skills necessary to become gainfully employed and to build a better future.

## VISION

Self-sufficient young adults thriving and improving their community

## OUR PROGRAMS

YouthBuild Lake County is dedicated to helping participants become gainfully employed through two programs designed to build knowledge and experience in the fields of construction and trades, as well as Lake County's other in-demand industries.

### YouthBuild Program

Our flagship program has provided hundreds of underserved youth with the tools to be successful as they enter the workforce. This program provides young adults aged 17-24 a pathway to earn their high school diploma, real world work experience, industry recognized credentials, and to attain placement in employment, college or vocational training. YouthBuild is a comprehensive 9-month program, offering extensive wrap-around services to assist members with overcoming barriers to success.

### Pre-Apprentice Program

Our newest program officially began in May 2022. This program, funded by the Illinois Works Initiative, assists Illinois residents, 18 and older who have already earned their high school diploma, transition into Department of Labor registered apprenticeships in construction and trades. During this 12-week program, participants earn credentials, gain hands-on training, and receive supportive services, preparing them for employment as an apprentice in the construction industry.

## THEORY OF CHANGE

### IF

INDIVIDUALS AGES 18-24 LIVING IN LAKE COUNTY WHO ARE FACING SIGNIFICANT BARRIERS TO EMPLOYMENT ARE MET WITH STRATEGIC WRAPAROUND SUPPORTS THAT PROMOTE READINESS TO ENGAGE IN EDUCATION AND CAREER DEVELOPMENT...



### AND

THEY PARTICIPATE IN RELEVANT PROGRAMMING, INCLUDING JOB TRAINING, CAREER DEVELOPMENT, AND APPRENTICESHIP TO OBTAIN, RETAIN, AND THRIVE IN GAINFUL EMPLOYMENT...



### THEN

INDIVIDUALS WILL LIVE WITH A SENSE OF PURPOSE AND BELIEF IN THEMSELVES AND SUCCEED AS KNOWLEDGEABLE AND SKILLED CONTRIBUTORS TO THEIR COMMUNITY AND THE ECONOMY.





# 3 YEAR GOALS



## INNOVATE

and align our programming to ensure YBLC's relevance and leadership in workforce development for the future.



## IMPLEMENT

a talent management strategy to recruit, train, support, and retain the staff we need for program quality and growth.



## INVEST

in systems and structures for financial efficiency, accountability, and sustainability.



## BUILD

our evaluation capacity to define, measure, and report on programmatic outcomes.



## INCREASE

flexible funding support from private and corporate partnerships

