

Continuance

Knowledge and Understanding Passing from Generation to Generation

Summer/Fall 2015



In this Issue: Thumbs Up for . . .

Volunteer Programs in Business and the Workplace

The Year of the Volunteer

Education and the Stone Soup Approach

Commentary

Making Stone Soup

Children's literature often presents life lessons in a simple, logical and believable way. Such is the story of "Stone Soup" written by Marcia Brown. Do you remember the story?

Three soldiers, tired and hungry, trudged down the road in a strange land. Villagers hid every morsel of food so that when the soldiers asked to share a meal, there was nothing.

"Well then," said one soldier, "we'll have to make stone soup." Amazed, the villagers brought a large pot filled with water and built a fire. The soldiers dropped three round stones into the pot. "Stones like these generally make good soup. But, oh, if there were carrots, it would be much better." "Why I think I have a carrot or two," said one villager, who brought back an apron full.

And so it went. Each time the soldiers agreed that the soup would be good but could be better with another ingredient, onions and potatoes were mysteriously produced.

When the soup was ready, everyone feasted together. Never had the villagers tasted such delicious soup. And made from stones, fancy that. (Brown 1947)

Illinoisans have become proficient at making Stone Soup, which reflects their resourcefulness in challenging economic times. The villagers who brought carrots, potatoes and onions to the soup pot and the soldiers who demonstrated their understanding of community, symbolize the volunteers we celebrate during 2015: The Year of the Volunteer.

In this issue of *Continuance*, you will read about some great ideas that have emerged during 2015—boards recognizing their volunteers, faith-based organizations sharing their many gifts, and the media gathering stories about service from their readers. Then, in a stone soup-esque fashion, you will observe high school students getting involved in their communities through civics; how educators are finding solutions to realize the promise of public education; and a renewed effort from higher education to meet a daunting goal.

Last, the cover story is a celebration of volunteers from business and the workforce. Peggy Luce, a longtime Generations Serving Generations member, organized and prepared this section that introduces several corporations and small businesses. The theme "you are the difference" is well portrayed in these stories from individuals, small businesses, and corporations that share the ethic of service. The stories repeat a common message—when we put our heads together in the spirit of community, we often produce something for the common good—like a delicious stone soup. - Jane Angelis, Editor



Jane Angelis, editor
Continuance and member
Generations Serving Generations

About the Cover

"Thumbs up for volunteering!" says Jacob as he participates in a Comcast Service project at Martin Luther King Boys and Girls Club in Chicago. As you read the following stories you will notice that volunteering is a lifelong activity, which often starts at a young age. Ask Jacob.

Contents

Fall/Summer 2015

Vol. 29: Nos. 3 & 4



Commentary 2

Making Stone Soup Jane Angelis

Ten Highlights During the Year of the Volunteer 4

Just Ask! Russ Marineau 7

Education Takes the Stone Soup Approach 8

2015 Democracy Schools Shawn Healy 8

Vision 20/20 The Partners 10

A Stronger Nation through Higher Education 12



Cover Story

Volunteers from Business and the Workforce 14

Illinois Chamber of Commerce Volunteers Taelor Kaufmann 15

Guest Commentary: Creating Bottom-line and Societal Good Peggy Luce 16

Comcast Day and Corporate Volunteerism Debra Marton 17

Accenture's Building Skills to Succeed 18

Deloitte Volunteer IMPACT Research 19

Kaskaskia Engineering Group Values Service to Humanity Erika Roche 20

UPS Continues Tradition of Global Community Service Christine Hand 21

JPMorgan Chase: Opening Pathways for Success Daniel Sprehe 23

Junior Achievement: Take Your Work to Kids Day Laura Cebula 25

Delivering on the Five Promises Vicki Cyrulik 26

Netwings Brings International Understanding Isabella Martinez 27

Creating Entrepreneurial Opportunities Craig Lindvahl 28

John Deere Volunteers for the United Way Day of Caring Dave Layton 29

Pooling Our Resources To Develop Leaders 30

Five Tips from a Small Business Expert Marcie Harrison 31

Building Leadership, Strategy and Solutions Yvette Schmidt 32

Companies That Care Marci Koblenz 33



Congratulations 34

Illinois Community College Board Celebrates 50 Years

Illinois Education Research Council Takes on a New Role

The Last Word: Thank You! 35

Thank you to the many who helped produce this issue.

TEN HIGHLIGHTS DURING THE YEAR OF THE VOLUNTEER



1. Illinois Municipal Retirement Fund Events and Video

The Year of the Volunteer was set by a Senate Resolution, planned during a multi-generational Senate Forum and launched on MLK Day by Gov. Bruce Rauner and Scott McFarland, Serve Illinois Commission. The Year of the Volunteer is an effort to acknowledge the importance of volunteerism in our state by highlighting its pervasiveness, effectiveness, and impact. A common response from volunteers is, "I get more out of this than I give."

Generations Serving Generations, the group behind the Year of the Volunteer, is linking Illinois' social capital county-by-county and chronicling how we can get involved, stay involved, and enjoy the opportunity to contribute our time and talents as volunteers.



2. Presenters for College Changes Everything

In one of the first newspaper articles relating to the Year of the Volunteer, Larry Eskridge from the Canton Daily Ledger wrote, "We don't always know who they are, but they impact our lives on a daily basis. They make things run smoothly, provide services we take for granted, meet the needs of countless others, make our communities a better place to live. **They are volunteers.**" The Illinois Municipal Retirement Fund prepared a video (see left top photo) and announced a contest for the Year of the Volunteer.

"We are the difference" was a familiar theme heard from 450 advocates for student success who attended the College Changes Everything annual conference on July 16 at the Tinley Park Convention Center. A panel of educators and experts representing service and civic engagement pumped up the crowd with stories of student success. Are students who serve more likely to excel?



3. The Volunteer Connectors Build the Infrastructure of Service

The Volunteer Connectors are working to establish an infrastructure of service throughout Illinois. Critical to the infrastructure are communication and connections, particularly through volunteer centers.



L to R: Abby Damm, Illinois Terrorism Task Force, talks about Illinois Ready, a program to help people prepare for emergencies, while Fred Nettles, chair of the Serve Illinois Commission, asks about the strategies for organizing the project.

4. Faith-based Volunteers Are Everywhere

Faith-based organizations have the largest number of volunteers of any organization, over 36 percent. Two faith-based events during the Year of the Volunteer heightened the awareness about working for and with faith-based organizations in Illinois. On June 26, individuals representing a variety of faith-based organizations joined service experts in discussing the management of volunteers and celebrating their involvement. John Hosteny, Corporation for National Service, welcomed the group and applauded them for their commitment to service. On July 23, Illinois Central College was the scene for another discussion about faith-based volunteers, with a focus on Ready Illinois.

5. A Great Idea! Board Recognizes Remarkable Volunteers

Board members from the Illinois State Board of Education are observing the Year of the Volunteer by recognizing a volunteer during each board meeting. Supt. Tony Smith acknowledged the impact that volunteers make in schools throughout Illinois. The following volunteers have been celebrated: Kathy Lamsargis of Springfield was honored for organizing a way to share the holiday spirit called the Gift of Giving program by board member Melinda LaBarre. In April, board Chair Rev. James Meeks recognized Tanesha Taylor for her contributions as a parent volunteer working with Autism and Junior Achievement. In May, Lula Ford recognized fellow Chicagoan Joyce Chapman for her long list of contributions to her community, particularly through her advocacy toward the revitalization in the historic Pullman neighborhood. Sandy Noel from Oak Park was recognized by Eligio Pimentel for encouraging thousands of students to increase activity and make good food choices in order to lead healthier lives. Westmont volunteers Jay and Kristi Dean were recognized at the September board meeting by Curt Bradshaw of Naperville. They are "shining examples of the kind of positive impact faith-based volunteers can have on students," said Bradshaw. Read more at <http://www.isbe.net/>



7. Webinars: Volunteering and the Workforce

Participants learned about how businesses are supporting volunteers and volunteer opportunities that can enrich job skills and help find work.

July 27 -- Volunteering--Just Say Yes!

Presented by Dee Reinhardt

<https://www2.illinoisworknet.com/UpdatesHelp/Pages/News.aspx?PostID=293>

August 5--How Volunteering Helps with Employment, Peggy Luce

You can find these webinars on the Illinois workNet archives.

<https://www2.illinoisworknet.com/UpdatesHelp/Pages/News.aspx?postid=299>

6. Media: Stories, Ideas and an Illinois Press Association Contest

"Tell Us Your Volunteer Story!"

The editorial board of The State Journal-Register (SJ-R) asked its readers to send stories about volunteering in Springfield. They hope to encourage more people to step up to make the city a better place. The SJ-R will publish letters from groups in need of help and from volunteers who have stories that might inspire others to get involved.

Illinois Press Association Competition

Remind your local newspaper to submit a story to the Illinois Press Association for the Year of the Volunteer. Awards will be given to the Best Article or Series about a volunteer or volunteer program.

For More information:

<http://issuu.com/illinoispress/docs/ipajulaug2015forlynn>



**Coming: December 1:
10 a.m. to Noon
Chicago: DePaul University**

**What Have We Learned
during the Year of the
Volunteer?**

Hosted by Illinois Campus Compact and sponsored by Generations Serving Generations, Serve Illinois, the Illinois Department on Aging, the McCormick Foundation and a growing network of organizations and Illinoisans who have shared their volunteer commitment to their schools, communities and the the workforce.

The discussion will focus on lessons learned during the Year of the Volunteer and information to be included in the final report to Gov. Bruce Rauner, the Illinois Senate and Generations Serving Generations partners.

If you plan to attend the event, send a note to GenServeGen@gmail.com

Facebook

Visit Facebook

<https://www.facebook.com/Yearofthevolunteer>

October Theme: History and Heritage Volunteers in libraries, museums and communities are celebrated.

November Theme : Veterans, National Service and Public Service Veterans serve and are served. Volunteers honor veterans and military families during November and bring front and center the topic of national and public service. Send your stories to raynor.genservegen@gmail.com

December Theme

Share your stories and lessons learned. For information about Volunteers and AmeriCorps <http://www.illinois.gov/serve/Pages/default.aspx>

8. Generations Serving Generations Highlights New Civics Momentum



The Generations Serving Generations quarterly meeting held on June 26 was a discussion on civics and a time for brainstorming from a variety of perspectives. How can we make an impact on one another through our different, but connected goals? The group of 25 gathered around the board table were representatives of urban, suburban, rural, faith-based organizations, education, service, business, justice, communities, retirees, and the workforce. Nisan Chavkin from the Constitutional Rights Foundation Chicago summarized the Civics Legislation (HB4025) and Louis Kosiba, Illinois Municipal Retirement Fund, led the discussion about how generations and communities are at the heart of civic action.

9. Publications, Events, Programs

DuPage Office of Education and Giving DuPage provided an early example of celebrating the Year of the [Volunteer](#). [They](#) produced a proclamation about volunteering that others followed. "Serve DuPage 2015 brings a local focus to the State of Illinois' 2015: The Year of the Volunteer initiative, which was created to recognize and encourage volunteer service throughout the state."



10. Singing the Praises of Heros and Volunteers

You are the difference! A highlight of the Year of the Volunteer is the impact by individuals and organizations throughout the 102 counties in Illinois. Thanks to those who have celebrated the monthly themes for education, faith-based, health, aging, emergency preparation, democracy, the workforce/business, history, veterans, and public service. Illinois is celebrating and honoring volunteers who give their time so generously.

The Year of the Volunteer has provided information about how we get involved, stay involved, and enjoy the opportunity for service and civic engagement.

Just Ask!

Remembering Russ Marineau

Just ask! How appropriate to finish the section on the Year of the Volunteer with a story about Russ Marineau, who told the story about his retirement and getting involved in his community. He portrays his eagerness to give back to a school district that had given much to him and his family. His involvement happened because a local school official invited him to get involved. The idea of *Just Ask*. This story happens thousands, perhaps millions, of times every year in Illinois, when someone retires and a teacher, principal, pastor, mayor, local leader or friend asks the retiree to share their wisdom and experience for the common good. -Editor

by Russ Marineau

Prior to retiring in 1991 after 32 years at IBM, I had gone to several of their Retirement Planning sessions where we were told we might miss the structure, status, social contact, and sense of accomplishment that work offered. We were told that volunteering could provide these elements in our retirement years. The day I retired, there was a knock on my door. It was Mary Ann Bobosky, a friend and neighbor, who was the director of Community Relations for District 203 schools. She said, "We have a deal for you called HURRAH!" (At the time HURRAH was Happy Upbeat Recycled Retirees Actively Helping.)

The HURRAH program provided me the things that the IBM Retirement Seminars had told us we would miss about work, and it was an opportunity to give back to my community. I spent most of my work years commuting and there wasn't much time to get involved, meet new people or volunteer. Now, I'm paying back.

I look at life being divided into three stages: school days, career days, and more school days rather than retirement days. In my 23 years as a HURRAH volunteer, I have served as a mentor, teacher's assistant, and now I volunteer as a homework assistant helping students with special education needs. Meeting and working with these people and with HURRAH volunteers over the years has been the most rewarding part of my years of volunteering.

When I retired after 32 years with IBM, I told people that my mother lived until 93, and if I could live that long, I would be a HURRAH volunteer longer than I worked at IBM. HURRAH has been great for me.

Russ passed on July 27 in Naperville. He leaves an extraordinary legacy for all generations.



Remembering Russ Marineau, the past chairman of HURRAH program in Naperville School District 203. L to R: Mary Ann Bobosky, Russ Marineau, Superintendent Don Weber, and students from District 203 intent on demonstrating their latest tech accomplishment. Russ told stories about his retirement and the rewards he received from reading with young children, working with developmentally disabled, learning from the high school computer experts, and fine-tuning fitness habits with college students. His diligence, perseverance, and commitment to younger generations is a model for all retirees.

About HURRAH: <http://www.naperville203.org/Page/1503>

*"Volunteers are not paid.
This is not because they are worthless;
it's because they are priceless."*

Russ Marineau

EDUCATION TAKES THE STONE SOUP APPROACH

In this Section:

2015 Democracy Schools 8

Fulfilling the Promise of Public Education 10

A Stronger Nation through Higher Education 12

The creative and resourceful action in Stone Soup is nothing new to Illinois educators. In the following stories, you will read about a new civics movement to involve high school students in their communities, an innovative effort called Vision 20/20 to update Illinois education policy and a report from the Lumina Foundation on the progress of the goal to have 60 percent of Illinoisans with a degree. Continuance will continue to follow these stories because they are taking the stone soup approach, that is making something out of nothing and stimulating critical thinking of the citizenry.



Granite City students prepare boxes of the *Genius Guide to the Presidents* that will give to every third-grader and their teacher in the district, about 500 books. The high school students discovered that a dearth of age-appropriate social studies non-fiction exists for elementary-age students at affordable prices. Insert: Boxes of the *Genius Guide to the Presidents* packed and ready to be delivered to third-graders in Granite City.

2015 DEMOCRACY SCHOOLS

By Shawn Healy



Illinois Democracy Schools embrace the mission to provide high-quality civic learning opportunities for all students. Their leadership emphasizes civic learning through development of professional faculty and staff capacity, and proven civic learning practices are woven throughout the formal curriculum. Democracy Schools foster a school climate that nurtures and models civic dispositions and builds reciprocal relationships within the surrounding community.

“Our Democracy Schools network spans the state and represents its rich diversity,” said Shawn Healy, PhD, chair of the Illinois Civic Mission Coalition and civic learning scholar at the McCormick Foundation, a leading funder of civic learning initiatives. “With the emerging civics course requirement in Illinois, our 2015 Democracy Schools stand as models for their peers throughout the state to emulate.”

Democracy Schools provide numerous opportunities for students to participate in the democratic process through a range of classes and clubs. From class discussion on current issues and democratic simulations to extracurricular and service learning opportunities, students are able to experience first-hand the critical role they can play in shaping their government and society.

A healthy democracy—one that truly thrives, not just survives—depends on the informed and active participation of all citizens. Yet, civic learning experiences have nearly vanished from many of our schools, leaving the next generation ill-prepared for meaningful engagement in public life.

Thoughts on Becoming a Democracy School

James Vera
Chair, Social Studies Department
Oswego East High School

Becoming a Democracy School is a great honor for us and really says a lot about our student body. They realize the importance of being part of a community, and deserve as much recognition as possible. In the 11 years that I have been here, I see a group of young men and women who see they do have a voice and want to make a difference. We are blessed to have the support of our administration and our district throughout the entire process. It really makes me proud to be a Wolf!



Vince Willaredt
Social Studies Chair and Democracy Schools Initiative
Team Leader, Granite City

Being recognized as a new Democracy School feels great. So many valuable clubs and organizations have been hard at work at GCHS for decades, requiring little publicity and expecting nothing in return. The attention we are receiving as a school has helped validate our labors and has reenergized us to do more.

Patrick McGill
Principal, George Westinghouse College Prep
Chicago Public Schools

George Westinghouse College Prep is proud to be one of only two Chicago Public Schools to be designated as an Illinois Democracy School by the McCormick Foundation. The GWCP faculty and staff has worked hard to ensure that all students have access to high-quality civic learning experiences. As a result, Westinghouse students are conscious and responsible citizens who make positive contributions to the local and broader community.



Seniors at Westinghouse College Prep are building a peace garden on the corner of Kedzie and Lake to make the area more inviting for people along the Green line. They hope that the garden will encourage the community to come together. The students see people sitting out there on crates and other things, and they wanted to make it a more formal and inviting space.

The ten Illinois high schools that have earned this distinction in 2015 include:

- Antioch Community High School, Antioch
- Francis W. Parker School, Chicago
- Granite City High School, Granite City
- Marion High School, Marion
- O'Fallon High School, O'Fallon
- Oswego High School, Oswego
- Oswego East High School, Oswego
- Prairie Ridge High School, Crystal Lake
- Uplift Community High School, Chicago
- Westinghouse College Prep, Chicago

Learn more about becoming a Democracy School
<http://www.mccormickfoundation.org/DemocracySchools>

Shawn Healy is the chair of the Civic Mission Coalition and the Civic Learning and Engagement Scholar for the McCormick Foundation.



Fulfilling the Promise of Public Education

The Four Pillars of Vision 20/20



Cooperation and collaboration is the hallmark of Vision 20/20, which was formed three years ago by a partnership of education leaders. Brent Clark, executive director and ring leader of the effort, said, “The uniting purpose shared across ZIP codes and political party lines in Illinois is the overwhelming belief that public education plays a defining role in ensuring equal opportunity.”

In a letter written by the six partners, they wrote “Blaming teachers and education leaders is not a solution to the challenges that education faces in our state. We are all part of the system and need to work in partnership to conquer these challenges to create meaningful and lasting change.”

The leaders of the movement believe that everyone needs to be involved educators, legislators, labor, businesses, parents, and community members “as we work together toward the common goal of fulfilling the promise of public education in Illinois.” More than 500 school districts have already adopted a resolution supporting Vision 20/20 and it has been endorsed by the Illinois PTA, among others.

Vision 20/20 sets set four priorities as part of an action agenda: highly effective educators, 21st-century learning, shared accountability, and equitable and adequate funding. The motto for Vision 20/20 is “Fulfilling the promise of public education” to more than 2 million children.

The following summary lists each pillar and then follows with the action steps.

21st-Century Learning

For success in life, students need more than knowledge of math and reading. It is time to expand the definition of student learning, commit to the development of the “whole child,” and invest in policies proven to link all schools to 21st-century learning tools. Jeff Vose, president of the IARSS, gives an additional information about each priority. *Business, the workforce and higher education need people with communication skills, critical-thinking skills, the ability to solve problems and work with other generations.* “This particular pillar of our plan is especially important because we have to close the gap that currently exists and provide technology as a 21st-century learning tool for all children in our state,” said Roger Eddy, executive director, IASB.

ACTION: On August 18, the Senate set the day as Vision 20/20 day and launched its iTunes Academy that will make it possible for schools anywhere in the state to access curriculum and resources that have been developed by leading experts and teachers in various fields of education.

ACTION: On Tuesday, August 21, 2015, Vision 20/20, a policy platform represented by educators from across Illinois, released the 21st Century Learning Center, a free online database of digital lesson plans and resources that meet the state’s learning standards. The app can be downloaded on the iTunes U app, the largest online catalog of free educational resources, according to Apple.

Partners: In 2012, the **Illinois Association of School Administrators (IASA)** initiated a visioning process in partnership with the **Illinois Principals Association (IPA)**, the **Illinois Association of School Business Officials (IASBO)**, the **Illinois Association of School Boards (IASB)**, the **Superintendents’ Commission for the Study of Demographics and Diversity (SCSDD)**, and the **Illinois Association of Regional Superintendents of Schools (IARSS)**. The goal is to unite the education community and to develop a long-range blueprint for improving public education in Illinois.

Highly Effective Educators

The quality of teachers and school leaders is the greatest predictor of student achievement schools can influence. By attracting, developing, and retaining our state's best educators, we can have a profound impact on student learning. The single most important indicator of success is the quality of the classroom teacher. We need to attract, develop and retain the highest quality of teachers and leaders for our schools.

ACTION: Governor Bruce Rauner signed into law House Bill 2657 (now **Public Act 99-0058**), the first major piece of legislation stemming from Vision 20/20. The legislation streamlines the licensure process for teachers and administrators, establishes reciprocity with other states, and helps increase the pool of qualified candidates for positions in Illinois schools.

Shared Accountability

A quality education for all Illinois students cannot be ensured without the collaboration, compromise, and hard work of both educators and legislators. With that in mind, it is necessary to expand educator responsibility in the legislative process, create a shared accountability model, and restructure mandates to allow more local district flexibility. *Local school boards accept the responsibility of continuous improvement while needing the autonomy to make decisions that are in the social and economic interest of Illinois.*

ACTION: Governor Bruce Rauner signed the Vision 20/20 Illinois Balanced Accountability Measure (IBAM) into law on July 30. House Bill 2683 (now **Public Act 99-193**) implements an accountability model for schools that in addition to using standardized test scores also provides flexibility for school districts to use an evidence-based framework to demonstrate student improvement and growth.

Dr. Brent Clark, IASA, observed, "One size fits all doesn't really work in a state as large and diverse as Illinois and this model allows for school districts to get credit for things like having a strong vocational program or some other program that is valuable to their students and their community."

Equitable and Adequate Funding

All students in Illinois are entitled to a quality education. It is our duty to ensure our students have access to all necessary resources by improving equity in the funding model, appropriating adequate dollars for education, and allowing local school districts the autonomy needed to increase efficiency. *The state has a responsibility to provide an adequate level of funding – specifically, what it actually costs to offer instructional opportunities to all students so that they have the skills to thrive in the global economy.*



Senator Jason Barickman
R-Bloomington



Senator Andy Manar
D- Bunker Hill

Working together to realize the promise of public education is front and center with Senators Jason Barickman and Andy Manar. They are developing legislation that will provide adequate funding for education and the distribution of those funds for the best outcomes. The power of the ideas comes from the collaboration and cooperation modeled by these two senators and the educators and stakeholders who worked for more than two years to develop Vision 20/20. - Editor

ACTION: SB 1 and SB1037: These bills address adequate funding and the distribution of funds for the greatest impact. Read more about the education policy bills at the Illinois General Assembly website. <http://www.ilga.gov>

Action Steps for Illinoisans of All Ages

Jason Leahy, executive director of the Illinois Principals Association urges all generations to get involved with Vision 20/20. "Volunteers and advocates are needed to move Vision 20/20 forward. Without you, our efforts will fall flat."

1. Learn more about your local school district--ask questions.
2. Go to the Vision 20/20 website and sign the petition
3. Follow the progress on Twitter.
4. Connect with your school or community volunteer program and let them know you understand the importance of quality education for the future of Illinois.
5. When legislative efforts are front and center, visit your local legislator to articulate your support.
6. Talk to a friend, colleague or neighbor about the importance of public education and Vision 20/20.

For information, <http://illinoisvision2020.org/>

A STRONGER



through higher education

In Illinois, the ten-year time horizon brings Goal 2025 into sharp focus

A policy brief from Lumina Foundation

The need to increase higher education attainment — the percentage of the population that holds a two-year or four-year college degree or other high-quality postsecondary credential — is well understood in Illinois. As in other states, the economy of Illinois is increasingly reliant on skills and knowledge that can only be obtained through postsecondary education. More than ever, the state's residents need those college-level skills and knowledge to realize their own dreams and aspirations.

What can states do to increase postsecondary attainment by their residents? Lumina believes the first step is to set an explicit and quantifiable state goal to focus everyone's attention on the need to act to increase attainment. Goals allow states to develop stronger plans that ensure their policies and resources are aligned with state needs. Measuring and reporting progress toward goals helps assure that strong, accountable and consistent leadership can support a change agenda to improve outcomes for students.

In 31 states, the imperative to increase attainment has led to the development of official state goals. Illinois is one of those states; in fact, it is among only 16 states that meet the criteria for a strong state attainment goal. Most notably, the state's

goal addresses the critical need to close gaps in attainment for underrepresented students, such as minority students, low-income students and working adults.

Illinois is making progress on increasing attainment. The most recent Census data (2013) show that 43 percent of the state's 6.9 million working-age adults (those between the ages of 25 and 64) hold a two- or four-year college degree. This is an increase from last year's rate of 42.5 percent. The state's rate of higher education attainment is above the national rate of 40 percent. While attainment is increasing, it is not increasing rapidly enough to meet the national goal of 60 percent. We are making progress, but we need to do much more.

A good leading indicator of where higher education attainment rates are heading is the rate among young adults, those between the ages of 25 and 34. In 2013, this rate in Illinois was 47 percent, higher than that of the adult population as a whole and above the national rate of 41.6 percent.

The steps that Illinois and other states can take to increase attainment are laid out in Lumina's state policy agenda. They are built around three priorities that states must pursue:

1. Improve the quality of student outcomes in terms of completion, learning and employment.
2. Align investments with state priorities and student needs.
3. Create smarter pathways for students.

The details of Lumina's state policy agenda can be found on the website. (See below). This site also contains extensive information about the progress states are making on the attainment agenda as well as resources that states can draw on to reach their own attainment goals.

Many groups and individuals must work together to increase attainment. The imperative for Illinois to increase attainment is clear, and many educators, policymakers, employers and community leaders are stepping up to take action. Most important, students and the public increasingly understand the need to improve the level of their own education to prepare themselves, their community, and their state for a future in which postsecondary knowledge and skills are the keys to success.

<http://strategylabs.luminafoundation.org/higher-education-state-policy-agenda/>

Update from Dr. Jim Applegate
 executive director
 Illinois Board of Higher Education

The Lumina report on Illinois shows we have made progress in raising the college attainment levels of our workforce. Our colleges should take some pride that they have helped us accomplish this during difficult times. However, if we are to reach the goal Illinois set to have 60 per cent of its workforce with a quality college credential by 2025 we must dramatically accelerate progress. That goal is even more important to achieve today because we know that two-thirds of all the jobs that will come available in Illinois in the near future will require a college credential.

As the Lumina data also indicates, the only way we accelerate is to close the college success gaps for low income and people of color and provide pathways for tens of thousands of adults already in the workforce with no degree to earn that degree.

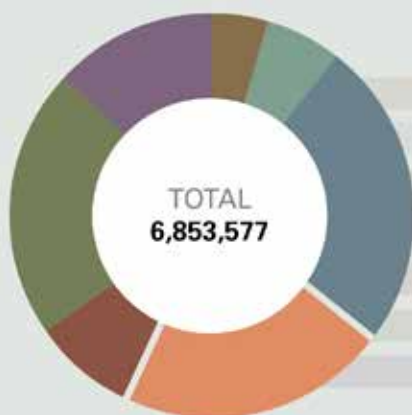


That is why the IBHE, based on its own in depth analysis of five year trends in Illinois last year has identified closing gaps, increasing adult college completion, and improving affordability as the priorities for its work. Success will require both increased state investment in higher education and greater efficiency and effectiveness in our higher education system.

Percentage of Illinois residents (ages 25-64) with at least an associate degree, by county

Adams	33.87	Cumberland	31.86	Hardin	27.90	Lee	27.89	Morgan	30.45	Scott	22.88
Alexander	15.71	DeKalb	42.41	Henderson	28.08	Livingston	24.81	Moultrie	27.48	Shelby	30.00
Bond	32.08	De Witt	27.43	Henry	34.94	Logan	25.60	Ogle	32.79	Stark	31.23
Boone	29.88	Douglas	26.19	Iroquois	27.51	McDonough	45.11	Peoria	42.16	Stephenson	30.01
Brown	22.67	DuPage	56.74	Jackson	47.45	McHenry	43.49	Perry	28.80	Tazewell	37.98
Bureau	28.68	Edgar	31.61	Jasper	34.03	McLean	53.22	Piatt	40.58	Union	34.15
Calhoun	30.74	Edwards	33.67	Jefferson	28.59	Macon	32.81	Pike	22.19	Vermilion	26.18
Carroll	26.88	Effingham	38.16	Jersey	32.91	Macoupin	28.39	Pope	26.13	Wabash	37.21
Cass	18.94	Fayette	26.29	Jo Daviess	34.37	Madison	36.90	Pulaski	25.50	Warren	32.98
Champaign	53.50	Ford	28.85	Johnson	28.10	Marion	28.49	Putnam	28.65	Washington	39.25
Christian	24.19	Franklin	27.55	Kane	40.88	Marshall	29.44	Randolph	20.38	Wayne	30.19
Clark	31.72	Fulton	27.50	Kankakee	28.65	Mason	24.67	Richland	39.30	White	33.88
Clay	30.39	Gallatin	23.99	Kendall	44.83	Massac	32.14	Rock Island	34.38	Whiteside	29.55
Clinton	38.34	Greene	22.74	Knox	31.58	Menard	36.63	St. Clair	38.71	Will	43.17
Coles	38.92	Grundy	29.72	Lake	50.67	Mercer	28.54	Saline	29.12	Williamson	35.99
Cook	44.09	Hamilton	27.27	LaSalle	28.08	Monroe	40.40	Sangamon	44.32	Winnebago	30.93
Crawford	34.64	Hancock	31.46	Lawrence	20.30	Montgomery	23.07	Schuyler	29.97	Woodford	42.71

Levels of education for Illinois residents, ages 25-64



Less than ninth grade	315,815	4.61%
Ninth to 12th grade, no diploma	412,931	6.03%
High school graduate (including equivalency)	1,694,733	24.73%
Some college, no degree	1,484,667	21.66%
Associate degree	579,411	8.45%
Bachelor's degree	1,481,523	21.62%
Graduate or professional degree	884,497	12.91%

Source: U.S. Census Bureau, 2013 American Community Survey

CELEBRATING VOLUNTEERS FROM BUSINESS AND THE WORKFORCE



In This Section

Illinois Chamber of Commerce

**Guest Commentary: Creating Bottom-line and Societal Good
Comcast Day and Corporate Volunteerism**

Accenture's Building Skills to Succeed

Deloitte Volunteer IMPACT Research

Kaskaskia Engineering Group Values Service to Humanity

UPS Continues Tradition of Global Community Service

JPMorgan Chase: Opening Pathways for Success

Junior Achievement: Take Your Work to Kids Day

Delivering on Five Promises

Netwings Brings International Understanding

Creating Entrepreneurial Opportunities

John Deere Volunteers for the United Way Day of Caring

Pooling Our Resources To Develop Leaders

Five Tips from a Small Business Expert

Building Leadership, Strategy and Solutions

Companies That Care

Cover Story

One of my colleagues asked me, "Why is a young boy on the cover rather than someone in the workforce to celebrate volunteers from business and the workforce?" Good question! It gets at the wide range of actions and people involved in a typical volunteer day or initiative. Business volunteers aren't only their employees but often part of a well-organized community effort to paint, fix up, mentor, take kids fishing, do an oral history interview with an elder, prepare a meal, or organize a discussion. Likewise, as the case with the Illinois Chamber of Commerce, volunteers help with issues important to them and their organizations in the spirit of a healthy and vital democracy. - Editor

Illinois Chamber of Commerce Volunteers

Board members volunteer thousands of hours each year to help the Chamber advocate for the business community at the state and U.S. capitols.

By Taeler Kaufmann

The Illinois Chamber of Commerce, founded in 1919, consists of staff in Springfield and Chicago and a large network of board members. "The Chamber's direction and goals are set by the board members, who are business leaders from across the state and within each business sector," said Todd Maisch, Illinois Chamber of Commerce president and CEO. "Those board members volunteer thousands of hours each year to help the Chamber advocate for the business community at the state and U.S. capitols."



Todd Maisch
executive director
Illinois Chamber of Commerce

In addition to board members' generous donation of hours and effort to the Chamber, those board members, as well as employees, are volunteers in their communities. "In fact, one of the qualities we look for in board members is a strong tie to their communities," said Maisch. "So volunteerism is a key factor for being appointed to one of our board positions." Whether it's building Habitat for Humanity homes, serving Boy and Girl Scout organizations, initiating human service and disaster efforts, raising money for breast cancer awareness and treatment, or helping neighborhood schools and universities, Illinois Chamber board members and employees give freely of their time and talents.

Finally, the Illinois Chamber is involved in the Employer Support to Guard and Reserves (ESGR) Committee in Illinois. This group promotes employees who serve in the National Guard and Reserve and supports employers who honor this military commitment. "We are active in this endeavor because the Illinois Chamber appreciates our military members and encourages employers to support those military personnel," said Maisch.

Taeler Kaufmann is the executive and communications coordinator for the Illinois Chamber of Commerce. For additional information: <http://ilchamber.org/>

Guest Commentary:

Creating Both Bottom-line and Societal Good



Peggy Luce, CAE,
Luce Consulting Services

By Peggy Luce

The August theme for Year of the Volunteer was about business and workforce organizations where volunteers help people who are our current and future workforce. I was entrusted to be the group leader because of my related contacts from years working at the Chicagoland Chamber of Commerce.

This was typical scope creep. I started out aiming to get a few articles for Continuanace Magazine and ended getting 10 articles with photos, doing a cable news interview, presenting a 45-minute webinar, and moderating a conference panel about faith-based organizations that help unemployed people get into jobs.

When I began to ask business colleagues and friends in early June if they would be willing to share stories and photos about their volunteer activities, I was thrilled by the positive responses. When I needed real life examples of volunteer experience leading to employment, they surfaced in conversations without even asking.

For the webinar that covered all the monthly themes, examples of business volunteers in faith-based, education,

community, health and many more organizations were readily available. Everyone seemed to quickly understand the importance of the Year of the Volunteer celebrating the accomplishments of the 2.6 million volunteers in Illinois and encouraging others to participate.

As I reflected on the source of my own passion for sharing these stories of businesses, professionals and everyday workers, I recalled going off to college with Adam Smith's 1776 Wealth of Nations in my suitcase thinking I would be an economics major so I could contribute to uplifting the well-being of all citizens.

Then I realized that economics was not about the institutions and collective human behavior needed to enable flourishing, humane and just lives. I became a sociology major. I was fortunate that my professional career allowed me to help companies "creating both bottom-line and societal benefits – and creating synergies between them." Those are words from Rosabeth Moss Kanter, professor of business administration at Harvard Business School, who writes and speaks extensively on the reasons why incorporating social good into strategy can

help a company's long-term performance. Investors and job seekers look for companies that practice social and civic corporate responsibility.

The August theme for celebrating volunteers from business and the workforce provided an opportunity to document that there truly is a 2015 dynamic for companies and individuals "to do well and do good." Thank you to the many people who made this possible.

How Volunteering Helps with Employment

Year of the Volunteer
Illinois workNet Webinar
presented by Peggy Luce



<https://www2.illinoisworknet.com/UpdatesHelp/Pages/News.aspx?postid=299>

Comcast Day and Corporate Volunteerism

By Debra Marton

Comcast Cares Day is the company's signature day of service. It has grown to become the nation's largest single-day corporate volunteer effort. Volunteers use their creative and technical skills to paint, plant community gardens, organize at food banks and host workshops, to name a few activities. Projects over the years have ranged from the very ambitious like painting the halls and classrooms of each school in District 300 in the Northwest Suburbs of Illinois; removing debris in and around homes destroyed by a tornado in Washington, Ill.; landscaping, organizing and painting rooms at the Head Start facility in Springfield, Ill.; restoring outdoor facilities and removing brush from the Timber Pointe Camp in Central Illinois; to helping parents master digital literacy skills at a technology workshop at Erie Neighborhood House in Chicago.

The success of Comcast Cares Day is due to the dedication of hard-working, loyal employees who volunteer to be Comcast Cares Day (CCD) Project Leaders. The leaders work with non-profit organizations to help beautify the interior or exterior of community centers or schools, clean up towns and forest preserves or provide some type of training for community members. In the Chicago market alone, 150 CCD Project Leaders led 80 projects and recruited more than 6,500 volunteers in 2015.

Comcast NBCUniversal has the unwavering support of the organization's upper management. And Comcast Cares Day is part of the company's DNA. The late Ralph Roberts, founder of Comcast, volunteered at the first Comcast Cares Day in Chicago back in 2003 at Association House. Association House is a social service agency in the Humboldt Park community of Chicago. More than 500

volunteers painted a three-story building and landscaped the exterior. The early days of Comcast Cares Day in the Chicago market began with six to eight volunteer projects. Over the last several years, it has evolved to an average of 80 projects annually throughout the Greater Chicago Region which includes Southwest Michigan and Northwest Indiana. In the past, projects were selected by the Community Investment team and volunteers were recruited. Over the last 14 years, Comcast Cares Day has grown exponentially from 500 volunteers to more than 7,000 on a single day of service. Currently, Comcast NBCUniversal asks for recommendations from employees to determine which projects will be chosen each year. In 2015, the Chicago market had more than 150 supervisors, managers and directors volunteer to manage a Comcast Cares Day project.

Comcast NBCUniversal is also fortunate to have strong national partnerships and their support for Comcast Cares Day. Each year the company partners with organizations such as City Year, Big Brothers Big Sisters, Boys & Girls Clubs, the National Council of La Raza, the National Urban League, Easter Seals, and The ARC. In addition, the company has also partnered with forest preserve districts and local municipalities across the country. With their help and support Comcast NBCUniversal has increased volunteer participation from 3,000 to more than 100,000 volunteers on Comcast Cares Day across the country.

Together, working side by side with the families, staff and administrators of the organizations we support, Comcast NBCUniversal is making a huge impact! The company continues to build employee loyalty and positive community relations; volunteer hours provide



Volunteers from the Martin Luther King Boys & Girls Club in Chicago. Comcast day resulted in the demolition and renovation of the club's kitchen that serves hundreds of summer and after school kids in the neighborhood. The MLK community room, a craft room and the computer lab were all given a much needed face lift.

thousands of dollars of in-kind service to non profit organizations. Working together we are able to create stronger communities. Everyone benefits from the partnerships.

Comcast Cares Day is a celebration of our company's year-round commitment to service. In 2015, nationally, more than 100,000 volunteers improved more than 900 parks, schools, beaches, senior centers and other vital community sites. To date, more than 700,000 Comcast NBCUniversal employees, their friends, family members and community partners have volunteered more than 4 million service hours at nearly 6,800 projects in communities across the United States and around the world. For more information visit <http://corporate.comcast.com/our-values/community-investment>



[Video: Year of the Volunteer](https://www.youtube.com/watch?v=Q74S2PKt6zo)
<https://www.youtube.com/watch?v=Q74S2PKt6zo>

Accenture's Building Skills to Succeed



Michael Chiappetta (center) and two of the Year Up participants after Chiappetta's presentation how hard work, preparation and self-confidence can build skills to succeed.

Michael Chiappetta, local market development director for Accenture, describes how their volunteers get involved. For example, Growing Home, an urban organic farm has a transitional employment program that inspires healthy living, community empowerment and economic development. Groups of 15 people work the farm in the mornings, and then spend the afternoons in classrooms focusing on food industry specifics and general workforce skills. When Accenture's first call went out asking for volunteers to help manage the partnership, a volunteer raised his hand. He had grown up with his father in wholesale foods and had a current interest in the retail food industry. He was a perfect fit for managing the program. Accenture continues to support Growing Home and other projects by offering employee volunteers and curriculum to help build strong workforce skills, that is, Skills to Succeed.

How can Accenture attract and sustain so many volunteers? Most important is that selected tasks are not foreign to the volunteers and require little advance preparation. The Skills to Succeed volunteers share their time, skills and counsel by volunteering and providing pro bono services for activities such as conducting soft skills workshops for jobseekers, creating new technology solutions for skills training, implementing new technology platforms for nonprofit partners, and providing long-term mentoring support for entrepreneurs. Accenture's people are performing these types of activities in their everyday work with clients and within the company.

Likewise, it's all about employees matching their passion with an opportunity. They can access a global online volunteering platform to register their interests, view opportunities, and record their participation. Corporate citizenship is embedded in Accenture's core values.

"you see a student's light turn on and that's the hook that brings you back to find additional ways to volunteer and give back."
Michael Chiappetta

Community leaders nominate volunteers to share their stories and receive special rewards. Participating volunteers also benefit from being matched onto volunteer teams with employees from other communities within Accenture, creating familiarity with different facets of the company. The benefits of expanding personal networks and awareness of opportunities are immeasurable.

When asked if he would have been involved in nonprofit volunteer service without the Skills to Succeed initiative, Chiappetta said without hesitation, "Yes." As he explained, after a few years of getting into his career, he realized he was in a position to share his skills by finding time to donate. "Once your first project is done, the sense of pride is a hook that brings you back." Chiappetta reminisced about one of his first experiences with students learning entrepreneurship through Future Founders. While helping students learn how a business is established and run, "you see a student's light turn on, and that's the hook that brings you back to find additional ways to volunteer and give back."

In Illinois, Accenture has more than 50 nonprofit partners from which its approximately 5,600 employees are encouraged to volunteer. Many of the nonprofits in its portfolio are familiar names like Big Brothers/Big Sisters, Junior Achievement, Lumity, and Year Up. On a much larger scale is Accenture's annual partnership with Chicago Cares during the April Month of Service.

Accenture volunteers advance employment and entrepreneurship opportunities for individuals, families and communities around the globe. By 2020, Accenture's Skills to Succeed initiative will equip more than 3 million people with the skills to get a job or build a business.

More than 300 Accenture volunteers delivered "Empower To Employ" activities at nonprofit events organized by Chicago Cares. During the month, a weekly Leader Board Scorecard was posted spurring competition among Accenture business units.

Deloitte Volunteer IMPACT Research



By 2020, Accenture's Skills to Succeed initiative will equip more than 3 million people with the skills to get a job or build a business.

Michael Chiappetta joined Accenture the day it went public in July 2001 and spent 13 years in the consulting world, helping to manage and drive large-scale, complex and global software deployments across a wide variety of companies and industries. Of the 13 years, Michael has spent seven of them helping to drive benefits at local Chicago based companies. In September 2013, Michael accepted a new role as the Chicago local market development director, focusing on driving growth in business development, civic partnership and corporate citizenship for Accenture in Chicago, across the employee base of nearly 5,600.

Accenture is a global management consulting, technology services and outsourcing company, with more than 336,000 people serving clients in more than 120 countries. Combining unparalleled experience, comprehensive capabilities across all industries and business functions, and extensive research on the world's most successful companies, Accenture collaborates with clients to help them become high-performance businesses and governments.

For information on Skills to Succeed, visit www.accenture.com/skillstosucceed

Volunteers and nonprofits are overlooking opportunities to maximize their impact: 77 percent of nonprofits say they believe that skilled volunteers could significantly improve their organization's business practices. Yet just 12 percent of nonprofits actually put volunteers to work on such assignments. With half of college grads working jobs that don't require degrees, the unemployment rate for 20-24 year-olds hovering around 12.6 percent, and an increasing percentage of adults with college degrees, millennials need new ways to impress hiring managers.

A recent study indicates that they can start by volunteering. The Deloitte Volunteer Impact Survey reveals that skilled and dedicated volunteer work makes college graduate job candidates more appealing to human resources executives.

About 81 percent of hiring managers felt that volunteer work makes graduates more attractive job candidates. However, only 46 percent of the surveyed college students felt that volunteering would help them secure future jobs.

The Volunteer Impact Survey reveals that skilled and dedicated volunteer work makes college graduate job candidates more appealing to human resources executives.

Deloitte's Citizenship initiative drives measurable change in our communities, inspires our actions as societal leaders, and instills great pride in knowing that what we do best—applying our skills and experience—accelerates positive, societal impact. We drive impact through our signature national issues: education and veterans, and through pro bono and other key programs such as board service opportunities and Impact Day. Deloitte Services LP

Harnessing the Full Impact of Volunteers

Research from Deloitte indicates that skills-based volunteering not only has the potential to increase the competency of the volunteer over time, but also provide an edge for future employment opportunities. In a recovering economy where unemployment remains a challenge, especially for graduating college students and returning military personnel, skills-based volunteering provides a strategic bridge to gainful employment.

Read more about the Deloitte Volunteer Impact Survey and Deloitte Services LP online. <http://www2.deloitte.com/us/en/pages/about-deloitte/articles/citizenship-deloitte-volunteer-impact-research.html>

Kaskaskia Engineering Group Values Service To Humanity



Henry Raab students are enjoying recess on their unique black top. The U.S. map was painted by volunteers using several different colors to distinctly show each state. They added each state's capital and a special marker for our very own community, Belleville.

What moves us from existing creatures to living beings is service to others.

By Erika Roche

Kaskaskia Engineering Group, LLC (KEG) is a Women's Business Enterprise and Disadvantaged Business Enterprise consisting of about 45 employees. KEG's vision is to strive to improve ourselves and our communities by enhancing quality of life. At KEG, we live our mission and vision daily through our core values; faith, respect for the individual, trust, striving for ultimate potential, gratitude, service to humanity, and partnership.

Our commitment and service to our community begins at Henry Raab Elementary school in Belleville, Illinois. Henry Raab is a small neighborhood school consisting of less than 200 students in Kindergarten-6th grade. Within the past ten years, the low income rate at Henry Raab has increased to over 80% of students coming from a low income home. Many of the boys and girls at Henry Raab are in need of extra support, whether it be educationally or socially. KEG has teamed up with the students and teachers at Henry Raab to implement a Mentor program for select students identified with a greater need for support.

Once a week, KEG employees visit their mentee at Henry Raab in order to build

a trusting relationship. Most one-on-one sessions are spent discussing topics like how things are going at school, what things are like inside and out of the classroom, who their friends are, etc. Some mentors are encouraged to focus more on the students' home life, like who the child lives with, what they do on the weekends, and how much time is spent studying or reading. In the spring, KEG hosted a field trip for the students of Henry Raab. The afternoon was filled with lunch at a restaurant (which was first experience at a sit-down restaurant for many of the students), a guest presentation from City of Belleville Mayor, Mark Eckert, and followed up with ice cream and a few office activities. Our main purpose is to show our mentees what a good role model is and that as adults we still enjoy giving back to our community.

Engineering is first and foremost about making the world a better place. Our projects make roads safer, provide clean drinking water, create jobs, and contribute many other valuable benefits to the public. The service to humanity core value fuels our passion and keeps us focused on making a difference in the world. According to the late Mother Teresa of India, "We are nothing but a pencil in the hand of the creator." Thus, what moves us from ex-

isting creatures to living beings is service to others. At KEG, we are committed to service as individuals and as a team.

KEG employees are active, caring citizens who contribute hundreds of hours annually to civic and charitable causes. KEG's support within our local communities help feed the poor, cleanup our neighborhoods, and restore our natural environment. The KEG team truly embodies the core value of service to humanity.



The purple library is the addition of one of two Free Little Libraries added to Henry Raab School. Little Free Library is a movement with currently over 32,000 book exchanges around the world, the purpose is to bring literacy home and share over 1 million books annually. Members of KEG hand-crafted these libraries and painted each with a touch of Henry Raab pride. These libraries were stocked by the students of Henry Raab with books donated from our friends at Community Kindness.

UPS Continues Tradition of Global Community Service

UPS is committed to service each and every day. Our business helps us connect to hundreds of millions of people around the world.



By Christine Hand

Since its founding in 1907, UPS has established a strong legacy of supporting the communities it serves around the world. In December 2014, UPS was recognized as No. 1 in the Industrials company category on the 2014 Civic 50 list, up from the No. 4 ranking in 2013. An annual initiative organized by Points of Light and Bloomberg L.P., the Civic 50 honors the 50 most community-minded companies in the United States.

As one of the largest, most diverse and community-based companies in the world, UPS is committed to leveraging its philanthropy, company assets and the spirit of volunteerism among its employees to help build stronger, safer, more resilient communities around the world. The Civic 50 award recognized UPS this year for five of its major community-minded efforts:

- The UPS Humanitarian Relief Program leverages its resources such as transportation and logistics expertise as a way to support preparedness, response and post-crisis recovery efforts with a goal of rebuilding impacted communities.

- The signature road safety program, the UPS Road Code course, taps into the business expertise of our skilled drivers to impart tried and tested safe-driving techniques to thousands of young and novice drivers.

- The Global Forestry Initiative goal is to help plant, protect and preserve trees in urban and rural areas and critical forests around the world. Since 2012, The UPS Foundation and UPS employees have planted more than 3 million trees across 47 countries to support the environment.

Above and Below:: UPS volunteers lend a hand to a Korean War veteran from Bolingbrook. Nearly 50 volunteers tackled outdoor improvements, including taking down an old fence, pulling weeds, cleaning and building flower beds, digging up old pavers, painting, trimming trees, planting flowers and shrubs, laying sod, and gutter cleaning. Below: Volunteers from UPS pack meals at Feed My Starving Children in Aurora.



UPS Goal for 2020: Investing 20 million volunteer hours in communities worldwide.



UPS Community Relations Manager La Rue Martin and Human Resources Manager Frank Barre plant trees to help revitalize a neighborhood park in a Chicago.

- UPS promotes diversity and inclusion by supporting hundreds of national and community based organizations across the entire spectrum of diversity that provide economic empowerment, educational and individual development programs to underserved and underrepresented members of our community.

- UPS mobilizes its global workforce to increase the capacity of nonprofits and NGOs through volunteerism. In 2014 the company and its employees committed to investing 20 million volunteer hours by the end of 2020 in communities worldwide.

During the month of October, the annual UPS Global Volunteer Month mobilizes its hundreds of thousands of employees from every region to engage in numerous volunteer events and activities happening around the world.

“Our business helps us connect to hundreds of millions of people around the world,” said Eduardo Martinez, president of the UPS Foundation. “UPS is committed to service each and every day, but

we are particularly excited to designate October as a month to place a special emphasis on volunteerism and service in order to make the world a better and more sustainable community.”

During October 2015, UPS employees around the world celebrate the 13th Annual Global Volunteer Month through volunteer efforts.

About UPS: UPS (NYSE: UPS) is a global leader in logistics, offering a broad range of solutions, including transporting packages and freight; facilitating international trade; and deploying advanced technology to more efficiently manage the world of business. Headquartered in Atlanta, UPS serves more than 220 countries and territories worldwide. The company can be found on the web and its corporate blog can be found at longitudes.ups.com.

Christine Hand is with UPS Communications. For more information on UPS's philanthropic efforts, visit the UPS Foundation at www.ups.com/foundation.

During October 2015, UPS employees around the world celebrate the 13th Annual Global Volunteer Month through volunteer efforts.

JPMorgan Chase: Opening Pathways for Success



Fellows are joined by General Colin Powell, Gayle Knight and Jamie Dimon on June 23, 2014, at the announcement of The Fellowship Initiative expansion. The Fellowship Initiative helps 120 young men of color achieve personal and professional success. To demonstrate their commitment, these young men are required to attend programs three Saturdays a month and participate in learning, leadership development and college admissions coaching. The Fellowship Initiative was expanded to New York, Los Angeles and Chicago.

By Daniel Sprehe

To advance economic opportunity and shared prosperity, JPMorgan Chase leverages the expertise of its employees and global resources to support the communities it serves. Across Illinois, JPMorgan Chase is addressing major economic and social challenges by removing barriers to opportunity and opening new pathways to success. To do this, each year thousands of JPMorgan Chase employees volunteer their time and skills to help nonprofit organizations and people in underserved neighborhoods. At the same time, the firm has developed innovative programs that use its core strengths, capabilities and expertise of its business and people to maximize the impact of its commitment to economic growth.

The Fellowship Initiative incorporates multiple points of interaction with the Fellows and involves the commitment of JPMorgan Chase employees' support from across the firm. To demonstrate their commitment, these young men

are required to attend programs three Saturdays a month, after-school sessions twice a month, and at least a month of intensive summer programming. During these meetings, they participate in academic enrichment, immersive experiential learning, leadership development, social and emotional support and college admissions coaching. Each Fellow is also paired with a dedicated JPMC mentor who provides regular guidance about academic issues, college planning, financial aid and other career pathways over the course of the program. After high school, The Fellowship Initiative will continue to provide its graduates with support services and coaching through college graduation – plus the opportunity for summer internships at JPMorgan Chase.

Another project, **Technology for Social Good** harnesses the technology strength and skill of JPMorgan Chase employees to develop solutions for local nonprofits and socially responsible businesses through various initiatives. Since 2010, staff has volunteered more



Members of the JPMorgan Chase Force for Good Tech Team and YTC representatives from Morton East High School in Cicero. The students improve their tech skills while helping their communities. One project is to refurbish computers and other devices and then donate them to others.

than 100,000 hours and collaborated with more than 1,500 organizations. The in-kind technology assistance provided by employees affords organizations the opportunity to reallocate funds to other efforts that support their missions.

Force for Good is a social innovation program organized by JPMorgan Chase's Technology for Social Good team. The program leverages technologically savvy volunteers and internal subject matter experts to form creative, motivated, and diverse project teams. Technology analysts from the fulltime program form core project teams, and are paired up with more skilled mentors. These skilled technologists work with social organizations experiencing issues that can be addressed with technology to drive their programs forward. Projects range from mobile application development to technology optimization.

The Good Life Organization is building an alliance of programs and organizations around the nation that educate, empower, and emancipate youth using Hip-hop Culture. Youth and youth workers are challenged to use their spoken word pieces, raps, sketches, murals, essays, photos, etc., and share them with the nation. The best material is selected to be a part of the next publication of Youth Voice Nation and is blasted through the Good Life Alliance iPhone application. In Chicago, four high schools participate in the Fulfill

the Dream curriculum for youth to look at social issues while addressing them creatively through the performing arts.

Youth Technology Corps (YTC) is transforming teens, empowering them with the skills necessary for the technology of the 21st century. Enlisting teens as allies, YTC youth improve their skills while donating technology to their communities. The YTC technology club is an out-of-school club where young people refurbish computers and other technology devices, which are then donated to others both in their community and beyond. The core goal is to teach youth important technology skills through learning to refurbish computers and other devices that when finished, they donate to others.

YTC's clubs are designed as drop-in environments where one can visit for a few weeks or months, or join the club, gain serious technical skills and grow into one of the positions of responsibility. Volunteers share with students their technological knowledge, professional expertise, skills and passion. Volunteers provide managerial support and database management, assist with program evaluations and measurements, and help with donation intake process, drive wiping, testing, and documenting.

Daniel Sprehe is the Manager of Corporate Responsibility for the Midwest Region for JPMorgan Chase.

JPMorgan Chase & Co. (NYSE: JPM) is a leading global financial services firm with assets of \$2.4 trillion and operations worldwide. The firm is a leader in investment banking, financial services for consumers and small businesses, commercial banking, financial transaction processing, asset management and private equity. A component of the Dow Jones Industrial Average, JPMorgan Chase & Co. serves millions of consumers in the United States and many of the world's most prominent corporate, institutional and government clients under its J.P. Morgan and Chase brands. Information about JPMorgan Chase is available <http://www.jpmorganchase.com/corporate/Corporate-Responsibility/the-fellowship-initiative.htm>

Junior Achievement: Take Your Work to Kids Day

By Laura Cebula

In 2015, Junior Achievement of Chicago (JAC) celebrated 75 years of taking work to kids. Nearly 12,000 volunteers delivered programs to more than 535,000 students in 12 counties in the Chicago area. Junior Achievement is an educational non-profit bringing financial literacy, work readiness, and entrepreneurship programs into classrooms from kindergarten through high school. JA of Chicago is the largest JA office of 116 area offices in the United States. JAC partners with a variety of organizations in the community – from professional associations, to small businesses, to Fortune 500 companies.

JAC programs empower students to make a connection between what they learn in school and how it can be applied in the real world – enhancing the relevance of their classroom learning and increasing their understanding of the value of staying in school. It's called **Take Your Work to Kids Day** and JAC volunteers make it happen every day, in classrooms all across Chicagoland. JAC volunteers help in multiple ways to deliver programs to students. The two primary formats are the weekly sessions and the JA in a Day program where volunteers present JA curriculum to students in kindergarten through 12th grade in a one-day format.

For some volunteers, JAC is a multigenerational family activity. Pat McGowan began as a JA student when he participated in the late 1980s at Benet Academy in Lisle. McGowan had such a positive experience as a student, he now volunteers for JA through his company, PepsiCo. With a team of employees, he coordinates PepsiCo's biannual JA volunteer events and steps in at the last minute whenever he is needed in the classroom. "I like reaching out to students. The program teaches about currency, investing, personal finance and more, in ways that are both grade-appropriate and relevant," said McGowan. His son, Brendan, a sophomore at St. Francis High School in Wheaton, sometimes joins him in the classroom. "My kids always looked forward to their JA programs and it's great that Brendan has a chance to pass that on to others," says McGowan. "As a parent, my three children have benefitted from the JA program," he added. "It did a lot to connect them with the greater world around them."



Students at West Park Elementary Academy of Fine Arts & Technology in say OOh as they understand a new concept. Junior Achievement programs bridge the gap of what they are learning in the classroom with the real world, and equip them with the skills and tools they need to be more successful in school and their future careers.

Michael Cholewinski is a JAC volunteer and alum from Mount Prospect, Illinois. He was a JA student from grades first through eighth at St. Emily School. Michael is currently earning his BBA in management and his MBA in finance and management simultaneously from Robert Morris University and has the career goal to be a CEO of a Fortune 500 company. "[Volunteering] is more than just helping. It's changing the world," Cholewinski said. "It's a chain reaction, progressing society, and moving it forward." Though he teaches students valuable skills when he volunteers, he is also able to practice valuable career skills, such as management. He said, "When you're teaching the kids, you're training them," since the volunteer must explain concepts and give instructions, just as in a professional environment. Thinking on your feet and communication skills are also put to the test. Since students have different ways of learning, volunteers must explain the topics and assignments differently to students that are struggling.

Joan Moore has been volunteering with JAC for three years through the Illinois CPA Society, mostly teaching the 4th grade program. As a CPA, her favorite activity to lead is the hot dog board game where students learn about revenue and expenses. Moore loves when the students make an audible "Ooh!" indicating they understood a concept she was teaching. Moore encourages others to volunteer in order to build communication and public speaking skills, citing the importance of being able to send and receive messages clearly. She tells colleagues that are nervous to volunteer that "you have more skills than you realize, whatever you do is appreciated, and the students will welcome you with open arms."

Laura Cebula is manager of Marketing and Development with Junior Achievement of Chicago

Delivering on the Five Promises

By Vicki Cyrulik

The Mclean County Promise Council Promise Council evolved from the Presidents' Summit for America's Future in 1997. Presidents Clinton, Bush, Carter and Ford, along with Nancy Reagan, challenged America to make youth a national priority. As followup to the Presidents Summit, Promise Councils were created from a task force in Bloomington, Illinois called Achievement Matters. Pepper Ridge Elementary established the first Promise Council in 2009.

The vision is to create a sustainable network of caring adults to connect and engage community resources to the specific needs of students as identified by teachers and staff at a Promise Council school. The purpose is to remove barriers to learning because we believe all children deserve the opportunity to achieve success through education. We are committed to seeing children experience the fundamental resources they need to succeed – the Five Promises (See right column).

The following three needs are consistent from Promise Council to Promise Council:

1. Student mentoring:

Goal: Increase interaction with positive mentors and role models

How: Build relationships, teach values, expand life experiences, and inspire greater achievement.

2. Meet basic physical needs of students:

Goal: Ensure students have adequate clothing, nutrition, school supplies, and medical attention to succeed in the classroom.



Thank you to United Way Metro and State Farm for this thought-provoking photo.

Examples include:

- Reading glasses so a student can read & focus on learning.
- Dental care – a student with a persistent toothache cannot focus if in pain.
- Food donations – we have a partnership in place with Midwest Food Bank & our four elementary schools where we pack backpacks on a weekly basis for kids to indiscreetly take home on weekends.
- Provide clothing and shoes. Some kids will miss school because they have to share their shoes with other siblings and don't have an extra pair to wear to school
- Basic hygiene needs – soap, shampoo, laundry detergent

How: Donate services, items or money

3. Increase parental involvement:

Goal: Encourage parents to actively engage in students' education and provide them with information and support to help their children achieve.

How: Increase participation in PTO, offer workshops/programs on ways to help students learn, increase awareness and understanding of curriculum and standardized testing, communicate available community resources.



Five Promises

1. Caring Adults who are actively involved as parents, teachers, mentors, coaches, and neighbors
2. Safe Places that offer constructive use of time
3. A Healthy Start and healthy development
4. An Effective Education that builds marketable skills
5. Opportunities to Help Others by making a difference through service

Vicki Cyrulik is the coordinator of the Promise Council in Bloomington.
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 Visit facebook
<https://www.facebook.com/PromiseCouncil>

Netwings: Brings International Understanding

By Isabella Martinez

I remember seeing a phrase spray-painted upon a stone slab during my walk to the Acropolis. "Nothing is too heavy for those that have wings." Arriving at the top, I was bemused by the full view of the commercial areas, the living towns, and even some bits of the shipping industry. After touring the Greece with friends I had met at international conferences, we learned more about Greek tradition. During dinner or when out for coffee, we discussed the current issues Greece was facing economically, socially, educationally and shared our stories. We developed a greater understanding and awareness about the people and traditions of Greece.

Not long after, the economic situation of Greece began to appear in the news more frequently. Whenever there was something I didn't quite grasp, I Skyped with my friends in Greece or sent a text message to ask what was going on. I received one text telling me my friend's university had been shut down due to heavy strikes. I received another message with my friend telling me that her grandmother was very upset because she had gone to the bank and could not withdraw her retirement savings. That live network was helped me understand the current situation in Greece and its impact on a global level. It became more real.

This wouldn't been possible without the networks from international conferences. I wanted to provide this same opportunity to our youths. The saying etched upon the stone slab became NetWings' motto, paralleling our mission to provide youth opportunities that will equip them with professional and personal growth via international travel experiences and a large jetset of a network.

NetWings is a global academic and work-force preparatory nonprofit organization. Constructed with an international emphasis, NetWings is dedicated to creating global exposure for high school and college youths via domestic and international conferences. NetWings students participate with an interactive yearlong cohort during which they engage in nontraditional learning and networking methods.

Our International Volunteer Mentorship program is aligned with professional bilingualism as our students are paired with individuals from different parts of the world who speak various languages. These dedicated volunteers take time out of their schedules to conduct monthly video conference sessions with our students, use daily technology such as whatsapp and facebook to keep in contact with our students, and most importantly, track their language abilities. Because our first program is focused on Latin America, all our mentors speak Spanish and help our students improve their speaking, writing, and reading abilities. Our current international volunteer mentors are either working or studying in Germany, Argentina, and Paraguay.

Netwings was made possible by a State Farm grant via the 2014 Neighborhood Assist Program which provided the funds to kick off our first cohort of high school and college students. We received applications from all parts of the Chicago area and had our teams evaluate our top picks. We even had our international volunteer mentors weigh in, resulting in the selection of our four participants. Each student brings a strong value to NetWings. We look forward to the impact they will have in their communities when applying the knowledge they develop in our program.



Isabella Martinez, is a graduate from DePaul University with a degree in accounting and HR management. She joined Ernst & Young as a senior associate in the Assurance practice. She has attended more than 50 conferences around the globe and it is this extensive exposure and mobility that was created NetWings.

Currently, Netwings is 100% volunteer-based comprised of former classmates, conference roommates, and friends met along the way. They are Bryan Yankton (VP of Operations), Senior Analyst at Wolters Kluwer; Sofia Cucalon (Secretary), Global Masters in Management Student at London Business School; Ania Wojtowicz (Treasurer), Senior Tax Associate at Grant Thornton ;and Sergio Gonzalez (Sustainability VP), Medical Student at Loyola University To learn more about NetWings visit <http://www.netwingsnetwork.com/>



Creating Entrepreneurial Opportunities in Effingham and Sangamon County



Members of the Effingham County CEO class discuss the basics of conceptualizing and starting and running a small business at Culvers.

By Craig Lindvahl

CEO (Creating Entrepreneurial Opportunities) was created in Effingham, IL. The idea was hatched in 2006, and a core group of people spent two years building the framework for an entrepreneurship class for the county. The class was officially launched in the fall of 2008, and the first group of students named it “CEO”.

The program in Effingham is now in its 8th year, and has expanded to two classes totaling 40 students. CEO is a remarkable educational experience, where students learn real world skills doing real world work. It’s also a valuable economic development tool through which the business community shares what they know with a group of young people who can become the next generation of business leaders in Effingham County. The program has been so successful that there are now 30 CEO classes in Illinois, Indiana, Minnesota, and Missouri.

Entrepreneurship education seeks to prepare people, especially youth, to be responsible, enterprising individuals who become entrepreneurs or entre-



The CEO class of Sangamon County. They meet for 90 minutes every day of the school year. During that time, they visit 50-60 local businesses; write 2-3 business plans and present them to bankers; and start their own businesses as well as a class business.

preneurial thinkers and contribute to economic development and sustainable communities. The CEO program is much more than a textbook course. Rather, students are immersed in real life learning experiences with the opportunity to take risks, manage the results, and learn from the outcomes.

<http://www.effinghamceo.com/>

Craig Lindvahl is the executive director of the Midland Institute for Entrepreneurship

The ins and outs of running a business can’t be taught from a textbook so high schools invite the CEO class into businesses to see what it’s really like to take risks, manage opportunities and learn from outcomes. Local CEO’s or administrators volunteer to share real-life stories about the concepts of running a business, from strategic thinking and product development to marketing and cash flow management.

While emphasizing real-world learning over textbooks, the class is linked to Common Core and national entrepreneurship education standards, provides high school credits, and in some cases offers offers three hours of college credit.

John Deere Volunteers for the United Way Day of Caring



Above: John Deere volunteers landscaping for the Western Illinois Area Agency on Aging.
Below: Employees from John Deere IT on the United Way Day of Caring.



RSVP of Eastern Iowa and Western IL started in 1974 and expanded to Warren County in 2003 and Knox County in 2010. RSVP members help local non-profit agencies meet the needs of the community in multiple ways – helping seniors remain independent; addressing basic nutrition needs of seniors and youth; serving the community through churches; serving veterans, military members and their families; tutoring and mentoring at-risk youth; and helping nonprofits build their capacity to better achieve their mission.

By Dave Layton

John Deere volunteers help to beautify the landscaping around Western Illinois Area Agency on Aging. Their service is good for everyone. The volunteers made our facility more inviting and safe for the people who come for assistance. For the Deere employees it was a chance to get outside, get some exercise and develop team building skills.

Also one of the team members provided assistance with a web-based data system for the RSVP (Retired and Senior Volunteer Program) office. For the RSVP staff it meant being able to focus energy on volunteer management. For the Deere IT employee it helped her to understand what works and what doesn't in such a system as she considers developing web based systems for Deere. It was a productive day for all involved.

The Day of Caring is just one of many ways Deere employees volunteer throughout the area. For example a few years ago a highly skilled employee from the IT department at the Corporate headquarters helped the RSVP program develop a social media marketing plan, one of the reasons that we have a highly successful E-news letter and Facebook page.

Here's the link to our latest Enews: <http://us7.campaign-archive1.com/?u=18fe834edc7f76860e6f-16c87&id=51283b46b5&e=0c38265878> and our Facebook page: <https://www.facebook.com/RSVPofEasternIAandWesternIL>

Dave Layton is the director of the RSVP program at the Western Illinois Area Agency on Aging in Moline.

Pooling our Resources to Develop Leaders in our Community

Courtney Templin, president, JB Training Solutions reflects on a collaborative experience that provided benefits to connect two organizations. I have volunteered with both Chicago Society of Human Resources Management (SHRM) and Chicago Scholars for over seven years, so when the opportunity arrived to bring these two amazing organizations together, I jumped at the chance.

Chicago Scholars supports ambitious students from under-resourced communities to help them achieve college and career success. Chicago SHRM helps human resource professionals develop their careers, build a stronger workforce, and fuel better businesses. Both organizations want to develop leaders and pay it forward, and a partnership was a natural fit.

HR professionals in Chicago SHRM are looking to recruit and engage bright employees in the city, and Chicago Scholars offers an impressive pool of diverse talent. Members of Chicago SHRM are eager to volunteer their skills and expertise, so we set up career coaching sessions where HR professionals advised Chicago Scholars on career planning, resume writing, interviewing, and job searching. The students soaked up the advice and wrote next actions to put these new insights into practice right away. Chicago SHRM volunteers appreciated the opportunity to contribute and share their expertise with the next generation of workers.

This was a perfect example of two successful organizations pooling their resources and efforts to meet the common goal of building a better and brighter workforce in Chicago.



Courtney Templin: Courtney Templin is the CEO of JB Training Solutions, a training and development company dedicated to helping professionals succeed in the workplace. She is co-author of "Manager 3.0: A Millennial's Guide to Rewriting the Rules of Management." Courtney sits on the board of Chicago Society for Human Resource Management (SHRM) as the education director, and she serves on the Associate Board for Chicago Scholars.

A student was considering a decision to transfer colleges and attend George Washington University. It was a huge decision for her, but she decided to go for it. She has become an awe-inspiring mover and shaker on campus. For example, she started a new student club from scratch, she met the President and key politicians, and is interning and gaining valuable work experience. Chicago Scholars supported her at the start and now it's exciting to see her soar. This is an individual who will make our community and world a better place.

The Millennial generation often gets a bad reputation, but they are eager to make a big impact, and it's through creative partnerships that we can continue to support each other in developing leaders, learning, and paying it forward.

*Developing leaders.
Learning.
Paying it forward.*



Generation Z – The Globals

We've been hearing a lot about Millennials since the start of this millennium. But what about the next batch of workers, whose oldest members were born in 1995? Generation Z is already entering college, starting internships, volunteering, and shaking things up on all frontiers. These youngsters embody some of the traits we've seen before in the Millennial generation, but they are truly crossing all boundaries to be Globals.

Read More <http://jbtrainingsolutions.com/>

Five Tips from a Small Business Expert

Just as corporate employees apply their knowledge and skills in volunteer roles, so do many small business professionals. Marcie Harrison, of the Harrison Group, shared examples of applying her professional expertise in multiple volunteer roles and shares some of the lessons she has learned.

1. Volunteering often begins at an early age.

Marcie Harrison said that her involvement with Special Olympics started early because her father was a fundraiser and board member. She continued her involvement and in 1994, was elected president of the charity. "I am sure Special Olympics will always be an important part of my life and now the torch has passed to a third generation of Harrison volunteers, including my daughter who has been volunteering for Special Olympic events since she was 4 years old."

2. Volunteering is a Way to Hone Professional Skills

Alumni Sharing Knowledge (ASK)
"DePaul has this amazing mentoring program for its students and alumni called Alumni Sharing Knowledge (ASK)," she said. Alumni and students contact me for assistance—usually career advice. Because of my background, I typically am contacted by marketing students and sometimes students in communications and entrepreneurial studies. Typically students want to know about the job market, about my career path, the value of an MBA, and more personal issues like balancing a career with a home life and how to cope with the financial pressures. They want assurances from a professional that the challenges they face are not unique to them.

The DePaul students are bright, challenging, and intense. Working with them has been both rewarding and an education for me. It has forced me to keep up with industry trends so I can provide advice that is meaningful. And, I advocate volunteering as a way to enhance and hone their professional skills.

3. Volunteering Leads to Confidence

Nurture your volunteers and make them feel valued and needed. Allow your volunteers to make a contribution in areas where they have an expertise and then recognize them for their contributions. When I was first elected to the board of Special Children's Charities/Special Olympics Chicago, I was working at a local hospital coordinating their 35- plus contributing groups. As a new board member, I felt insecure not having the business contacts that the older male members had. But I realized that I was on the board because I had different skills. I created an associate board of young professionals and formally introduced cause-related marketing campaigns to raise funds. I also produced an ad book. A theme I developed then, "Born in Chicago," is still used today.



4. Even If You Are Busy, Find Time to Volunteer! It is a Win/Win.

Find a charity or cause that you feel deeply about and get involved. Find something that makes your heart sing. Volunteering is a win/win because everyone benefits. Besides expanding my circle of personal friends and business contacts, volunteering has added another dimension to my life and allows me to focus on helping others, not myself. Hopefully I have been able to make a small difference in the lives of others. During the early years of my career, I never had much interaction with CEOs of large corporations, but that changed when I was elected president of the Young Executives Club. Every month



Team USA soccer with Marcie Harrison at the 2015 Special Olympics World Summer Games in July at Los Angeles, California. Team members, mostly from Illinois, brought home bronze medals. Los Angeles was host to 6,500 Special Olympics athletes from 165 nations competing in 25 Olympic-type sports. It was a world stage for Special Olympic athletes to demonstrate on the playing field their courage, determination and spirit of sportsmanship. The Games are also a chance for spectators and volunteers to have their preconceptions about people with intellectual disabilities changed forever.



Marcie Harrison is the recipient of the 2015 Anne McGlone Burke Olympian Service Award presented by Illinois Supreme Court Justice Anne Burke. The award was presented for outstanding commitment to Special Olympics Chicago.

I had to introduce and engage in luncheon conversation with the CEO speaker. That experience helped me increase my self-confidence and sharpen my public speaking skills.

5. Pass It On

Another important reason to volunteer is the concept of “passing it on.” Throughout my career there have been many who have helped me expand my business and it was not always possible to thank them. Passing on help to others is the best way I know to thank them and honor the encouragement I received.

About Marcie Harrison and the Harrison Group Inc.: The firm helps clients solve marketing problems, build profitability and position in the marketplace. The company has created award-winning programs for clients in a variety of industries, such as business, food and health care. The extensive client portfolio includes campaigns for sales materials, digital email, direct mail, magazines, newsletters, advertising and corporate histories. Marcie Harrison is responsible for the creative direction of the Harrison Group. She received the highest award in public relations, the Shaughnessy Quality of Life award from the Publicity Club of Chicago, for her campaign on behalf of a nonprofit inner-city music school for disadvantaged youths.

Building Leadership Strategy and Solutions



By Yvette Schmidt & Paula Giannini

Volunteers join ESC to give back to their community in a meaningful way, using all the skills and experience gained during accomplished careers and enhancing this with the training that ESC provides in the areas of consulting most often requested by nonprofits. An ongoing schedule of training allows each volunteer the satisfaction of professional development and personal contribution while ensuring best practices in a uniquely holistic approach to consulting for small to mid-sized nonprofits.

ESC consulting training focuses on board development, strategic planning, leadership coaching and mentoring, organizational assessment, marketing and communication, financial planning, revenue generation, social enterprise and more. Every engagement with a nonprofit is staffed by a volunteer team that is carefully matched to the nonprofit’s needs and sector, like arts and culture, education and youth, health and human services, civic and community development and government and public agencies.

ESC is currently working with Illinois Joining Forces (IJF), a new central resource for Illinois veterans and their families. This new entity is designed to centralize the “sea of goodwill” being offered by a variety of sources and allow returning veterans, and their families, to tap into one source for a variety of needed services.

Volunteering with ESC is best for those seeking a longer-term and skills-based volunteer experience, an opportunity to learn new skills and meet like-minded career professionals and managers.

To learn more about volunteering with Executive Service Corps, contact Yvette Schmidt, director of Volunteer Resources, at yvette.schmidt@esc-chicago.org or visit <http://www.esc-chicago.org/>





Companies That Care

By Marci Koblenz

The Center for Companies That Care is a national, not-for-profit organization dedicated to enhancing the well-being of employees and communities by educating and inspiring employers to practice employer engagement and integrate the 10 Characteristics of a Socially Responsible Employer into their daily business practices.

Its Community of Caring is making a difference in communities and workplaces nationwide through community-building initiatives and education about how to be a company that cares. To find out how your company can easily get involved in our national literacy, mentoring, and other programs continue our efforts to help eradicate children's illiteracy. Read More <http://www.companies-that-care.org>

The Community of Caring 2015 Honor Roll

A national list recognizing employers for outstanding workplace practices and active community involvement.

Alliant Credit Union
Bright Horizons Family Solutions Inc.
CBRE
Centro
College of American Pathologists
Convergint Technologies
Enterprise Fleet Management, Inc.
Four Seasons Hotel Chicago
Hyland, creator of OnBase
KPMG LLP
LaSalle Network
O.C. Tanner
NuStar Energy L.P.
Ryan, LLC
Sysmex America, Inc.
WellStar Health System

10 Characteristics of Socially Responsible Employers

Companies That Care prize employees and are committed to community service. To sustain these values, participating companies consistently demonstrate the following 10 Characteristics in their work environment. These 10 Characteristics are the code of conduct for optimal daily business practices.

Companies That Care

1. Sustain a work environment founded on dignity and respect for all employees
2. Make employees feel their jobs are important
3. Cultivate the full potential of all employees
4. Encourage individual pursuit of work/life balance
5. Enable the well-being of individuals and their families through compensation, benefits, policies and practices
6. Develop great leaders, at all levels, who excel at managing people as well as results
7. Appreciate and recognize the contributions of people who work there
8. Establish and communicate standards for ethical behavior and integrity
9. Get involved in community endeavors and/or public policy
10. Consider the human toll when making business decisions

Congratulations

Illinois Community College Board Celebrates 50 Years

On August 12, Gov. Bruce Rauner proclaimed 2015-2016 as the Year of the Community College.

Educators, students, state legislators and higher education leaders celebrated the half-century of achievement on at Joliet Junior College in Joliet, the birthplace of the nation's community college movement.

"The Illinois community college system is not the education of yesterday, but it's the education of tomorrow," said Dr. Karen Hunter Anderson, executive director of the Illinois Community College Board. "We don't offer shop classes or teach key punch anymore. We teach nanotechnology and photon therapy," she said. "We partner with local business and industry to develop skills that will be necessary for jobs of the future."

Since July 15, 1965, when the Illinois Public Community College Act was signed into law, the system has expanded across the state into 39 community college districts and 48 campuses. Illinois community colleges now serve approximately one million people each year.

Illinois Community College Trustees Association president Andrew Bollman commented that "Over the past 50 years, community colleges have strengthened this state and nation by providing workers in all fields of study, from healthcare and law enforcement to alternative forms of energy. "Our community college graduates have contributed billions to the economy and tax roll. But, most importantly, our graduates have bettered this society with their increased knowledge and responsibility to the community," said Bollman, a graduate and former student trustee of Sauk Valley Community College in Dixon.



For an indepth look at the history of community colleges in Illinois, see the Oral History website at the Abraham Lincoln Library. <http://www.illinois.gov/alplm/library/collections/oralhistory/Educationis-Key/Pages/default.aspx>

Illinois Education Research Council Takes on a New Role



Janet K. Holt, PhD, executive director of the Illinois Education Research Council and professor of Educational Leadership at SIUE.

Dr. Elizabeth Purvis, Illinois secretary of education, named Dr. Janet Holt, executive director, Illinois Education Research Council (IERC), as coordinator of the Illinois P-20 Council. The goal for the a statewide initiative is to bring together state agencies, educational institutions, community groups and others to improve educational outcomes from birth to adulthood in a coordinated way in Illinois. The "P" stands for Preschool and the 20 stands for grade 20.

"In Illinois, only 43 percent of people have an associate's degree or higher," Holt said. "As reported by the Georgetown Center for Education and the Workplace, the workforce will need approximately 70 percent of all adults to have some postsecondary training by 2020. The economy requires more of a skilled workforce because of the technological and specialized nature of jobs today."

The Illinois P-20 Council supports the state goal that 60 percent of Illinois adults should achieve a high quality degree or credential by 2025.

One of the first studies of the IERC was on College Readiness with the findings that 44 percent of students entering college were not ready or minimally ready and only 37 percent were ready. Over the last ten years, the IERC has published research on education from Preschool through higher education and the workplace. Read More at IERC <http://www.siue.edu/ierc/>

The Last Word: Thank You

Thank you to all who helped prepare this issue of *Continuance*

Ten Highlights of the Year of the Volunteer

First, those who have worked tirelessly and creatively, particularly the leadership team of Generations Serving Generations: John Holton, Concordia University Center for Gerontology and Scott McFarland, Serve Illinois Commission; John Hosteny, Corporation for National and Community Service; Louis Kosiba, Illinois Municipal Retirement Fund; Melinda LaBarre, Illinois State Board of Education; Deanna Blackwell, Illinois Community College Board; Joyce Gallagher, Chicago Area Agency on Aging; Arthur Sutton, Illinois Board of Higher Education; Darlene Ruscitti, DuPage Regional Office of Education; Brandon Bodor, The Bunker: Veterans as Entrepreneurs; Jacqui Moreno and Eduardo Brambila, Illinois Student Assistance Commission; Peggy Luce, Luce Consulting; Natalie Furllett, Illinois Campus Compact; Jonathan Lackland, Illinois

State University; Pat Bearden, American Family History Institute; Fred Nettles, Partner For Hope Program; Katie Raynor, East Central Illinois Area Agency on Aging; Doug Brauer, Lifelong Learning and Service Coalition; Jenne Meyers, Chicago Cares; Kathy Engelken, Tony Pierce, Heaven's View Christian Fellowship, Peoria; Alissandra Calderon, Illinois Dept. on Aging; Onie Riley, African-American Family Commission; Barb Tubekis, Illinois Volunteer Centers; Nisan Chavkin, Constitutional Rights Foundation Chicago; Bernie Wong, Chinese American Service League; and Isabella Martinez, Netwings

Education Takes the Stone Soup Approach

Democracy Schools: Shawn Healy, McCormick Foundation; Tricia Colsant and Patrick McGill, Westinghouse College Prep, Chicago Public Schools; Vince Willaredt, Granite City High School; James Vera, Oswego East High School

Vision 20/20: Jason Leahy, Illinois Principals Association, Roger Eddy, Illinois Association of School Boards, Mike Chamness and Brent Clark, Illinois Association of School Administrators, Jeff Vose, Illinois Association of Regional Superintendents, Senators Andy Manar D-Bunker Hill and Jason Barickman-R Bloomington

A Stronger Nation: Teresa Detrich and David Powell, Lumina Foundation; James Applegate, Illinois Board of Higher Education and Sam Nelson, Illinois Student Assistance Commission

Celebrating Volunteers from Business and the Workforce

A special thank you to those who shared their stories and continue to inspire others with their volunteer spirit:

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Congratulations Page

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Knowledge and Understanding Passing from Generation to Generation

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A suggestion from
Generations Serving
Generations and Partners

“Make some
Stone Soup
during
2015: The Year
of the Volunteer.”