

2022 ANNUAL REPORT

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# TRANSFORMATION IN IS PROGRESS



able!<sup>a</sup>  
National Able Network<sup>®</sup>



**This year, we have a lot to celebrate, and we are thrilled to also remain hopeful for the future. At the onset of the COVID-19 pandemic, the team at National Able Network went through a transformation that allowed us to remain committed to our mission, our job seekers, and our supporters. Each day, our clients and staff face adversity and change with incredible resilience, which reminds us that**

**TRANSFORMATION IS PROGRESS.**

# TWO YEARS AND COUNTING: THE COVID-19 PANDEMIC IMPACT

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The pandemic continues to shape the living situations and employment prospects of National Able Network clients in profound ways, most of which have both short-term and long-term implications. The pandemic fractured the U.S. workforce, but that break was uneven. The pandemic created job insecurity and lowered overall health and mental well-being disproportionately among younger workers, workers with limited education, immigrants, ethnic minorities, and those who were employed in low-wage occupations.

## COVID-19 PANDEMIC IMPACT ON ECONOMIC AND PERSONAL WELL-BEING<sup>1</sup>

**1 in 3**

Lost their job  
because of the  
pandemic

**1 in 3**

Found a job during  
the pandemic

**2/3**

Feel hopeful about  
their job search  
during the pandemic

**1 in 3**

Are facing challenges  
with securing food for  
their household

**28%**

Are facing challenges  
with secure housing

<sup>1</sup> SOURCE: National Able Network, Inc. 2022 Equity Survey Results

National Able Network's training team provides job readiness training for thousands of individuals across the U.S. annually. For the past two years, a project that extended digital literacy training to low-income seniors was piloted the program developed their digital literacy exponentially. To help measure the interest in additional digital training and resources, survey respondents were asked to rate their interest in future programs and services.

The top five future programs and services of interest were:

- 1 Microsoft Training**
- 2 In-Person Job Training**
- 3 Virtual Career Coaching**
- 4 Monthly email newsletter**
- 5 Text messages with job leads**

This year, the team will launch a new web-based, self-paced learning environment with 24/7 access and a dynamic resume builder tool. In addition, job seekers of all learning levels will have access to Microsoft training courses and, upon completion, will receive digital certificates validating their achievement.



# WORKPLACE EQUITY: OUR VISION FOR THE FUTURE TODAY

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National Able Network's vision and mission are grounded in action steps that help address historic inequities in the workforce. Our programs and services help job seekers build the skills needed to compete for career pathways that provide opportunities for economic advancement. Our network of business partners share a common vision for creating lasting solutions across occupational groups and sectors that eliminate wage disparities and promote diversity, equity, and inclusion.

Of those who responded to the survey, **a third say that they have experienced discrimination in the workplace and/or while looking for a job.** National Able Network's staff reflects the communities in which we work, and we advocate fiercely for workers who experience discrimination in the job market and workplace.

## WHO WE SERVE<sup>2</sup>

**7%**

Identify as LGBTQ+

**13%**

Reported a disability

**13%**

Identify as an  
immigrant  
or refugee

**8%**

Are Military Veterans

**46%**

Are senior citizens  
(55 years of age  
or better)

**3X–4X**

Higher  
unemployment  
rate

**10.1%**

Unemployment rate  
of workers with  
a disability<sup>3</sup>

**5.6%**

Unemployment rate of  
immigrant workers<sup>3</sup>

**4.4%**

Unemployment rate of  
Military Veterans<sup>3</sup>

**50%**

Of job seekers age  
55+ are long-term  
unemployed<sup>3</sup>

## WHAT THEY EXPERIENCE IN THE JOB MARKET


<sup>2</sup> SOURCE: National Able Network, Inc. 2022 Equity Survey Results

<sup>3</sup> SOURCE: U.S. Bureau of Labor Statistics, 2021

# CLIENT SUCCESS CELEBRATED

Our job seeker clients are testaments of resiliency, perseverance, hard work, and most importantly, joy. We are thrilled to highlight just a few of the individuals who have experienced success in work and life.

## LAYOFF LEADS TO EDUCATIONAL AND CAREER DEVELOPMENT



**“Your encouragement was key and I will never forget sitting with you and working through the process. You and the team set me up for success. I am forever humbled and thankful.”**

Annita Sampson began her career as a receptionist / secretary in 1982. She was quickly promoted to banking representative, and then client services manager, and then department manager, and she continued up the ranks in the organization. There was no stopping her! Annita worked very hard eventually becoming the Vice President of Technology. At the age of 55 and after a very long, successful career, Annita envisioned that she would continue to work at this organization until her retirement. Unfortunately, Annita, along with many of her coworkers were informed that their jobs were being outsourced overseas and they would be laid off. Annita found herself in job search for the first time in 36 years.

“I had no idea what route I wanted to go. I had worked in various capacities over the years,” says Annita. Prepared with a lifetime of experience and knowledge, she still recalls being concerned about being competitive in today’s workforce. Anita wanted the credentials to support her experience. “I had almost finished my bachelor’s degree, so I thought maybe I could complete that,” says Annita. She worked with her career coaches, Leanora “Nora” Arellano-Linard and Mayra Salgado, to apply for the Trade Adjustment Assistance Program (TAA) which qualified her to not only finish her bachelor’s degree but to also pursue and earn a master’s degree – all within two years.

Annita hit the ground running taking four classes each semester with no summer breaks. She was pursuing her education side by side with her son, she recalls. “I only missed one class because I had to take my son to his own college orientation,” says Annita. She finished her studies and is now looking toward a career pathway in technology and is excited about her future.

Of her career coaches, Nora and Mayra, Annita has this message: “Your encouragement was key and I will never forget sitting with you and working through the process. You and the team set me up for success. I am forever humbled and thankful.”

# CLIENT SUCCESS CELEBRATED CONTINUED

## RETURNING WITH A NEW CAREER



**Michael remained committed to completing his studies and pursuing a new career pathway.**

Michael Almazan studied finance at Roosevelt University in Chicago and after graduating, enjoyed a career as a financial analyst with Allstate. Almost five years after settling into his role, the business unit he was working with shifted their operations out of the United States, so Michael found himself back in the job market.

National Able Network worked with Allstate to help all the employees impacted by this change transition into new opportunities with the help of the Trade Adjustment Assistance (TAA) program. The program helped Michael enroll into an Master of Business Administration (MBA) program at DePaul University, where he pursued accounting and management information systems.

Michael's last two quarters of studies at DePaul University were transitioned to virtual learning due to the COVID-19 pandemic, but Michael remained committed to completing his studies and pursuing a new career pathway. In fact, Michael found virtual interviews much less stressful than his previous experience with in-person interviews and used the extra time to prepare and focus on landing his next job.

And his next opportunity was a lot closer than he thought! With a new degree and skill sets, Michael applied for and landed a position at Allstate under a new group – agency economics, which is a group that designs programs and incentive programs for agents to increase sales. Congrats Michael!

# CLIENT SUCCESS CELEBRATED CONTINUED

## IN THE BOOKS: ONE CLIENT'S JOURNEY TO A NEW CAREER



**“I wanted to thank you so much for all that you have done to support me and challenge me. Your support has really made a big difference.”**

Idalia Andrade pursued a degree in liberal arts, but after graduating she felt burnt out from the education industry and started a new career path in hospitality. The change reenergized Idalia because she likes to help people and she enjoyed the social aspect of the industry. While Idalia thrived in her new career path, she wanted to learn more and do more, so she asked her manager if there were any other responsibilities where she could apply her talents. There was an accounting clerk position available, and while Idalia did not have formal training or experience, she did have many other qualifications. Idalia flourished in the accounting role for two years.

Idalia sought the help of National Able Network (Able) to make her next career pivot. During one of her first meetings with the team, Idalia had an eye-opening experience when she was asked to think about her values and how important it is for your job and career pathway to align. Idalia was matched with her career coach, Luis, who helped Idalia use the experience she had in her previous position as a springboard for her new career in accounting. Idalia enrolled in the Accounting Assistant Bookkeeper Training Program at America Business College Fullerton. During her training, she gained a number of certifications, including: Intuit QuickBooks Certification, Certified Microsoft Office Specialist, Certified Microsoft Excel Specialist, and Certified Bookkeeper.

Idalia found and applied for an open Accounts Payable Associate position at the Lyric Opera of Chicago. During her first interview, the topic of salary came up, and Idalia felt prepared to respond because of the support of her career coach and Able's JUMPSTART job readiness courses she completed. The salary offered was less than her expectations, and she remembered her first days with Able, recounting the advice of knowing her worth and values. Idalia declined the position at that salary rate. A few weeks later, she was surprised to hear back about the role, and this time she was offered the position at a better salary!

And while Idalia changed her career pathway, she is happy to have the best of both worlds: a career that she loves in accounting within an organization focused on her passion of liberal arts. When recounting her experience at Able, Idalia says: “I wanted to thank you so much for all that you have done to support me and challenge me. Your support has really made a big difference.” Congratulations Idalia!

# FINANCIAL STATEMENTS

## CONSOLIDATED STATEMENT OF ACTIVITIES

FOR THE PERIOD ENDED JUNE 30, 2022 AND JUNE 30, 2021

	2022	2021
<b>Revenues</b>		
Total Revenues . . . . .	\$ 25,138,071	\$ 27,803,324
<b>Expenses</b>		
Program Services . . . . .	22,980,156	24,075,949
Support Services . . . . .	1,747,760	1,902,817
Total Expenses . . . . .	24,727,916	25,978,766
Change in Net Assets . . . . .	410,155	1,824,558
<b>Net Assets</b>		
Beginning of Year . . . . .	4,579,976	2,755,418
End of Year . . . . .	\$ 4,990,131	4,579,976

## CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

FOR THE PERIOD ENDED JUNE 30, 2022 AND JUNE 30, 2021

	2022	2021		2022	2021
<b>ASSETS</b>			<b>LIABILITIES AND NET ASSETS</b>		
<b>Current Assets</b>			<b>Current Liabilities</b>		
Cash . . . . .	\$ 3,359,592	\$ 3,009,027	Accounts Payable – Trade \$	834,480	\$ 669,132
Net Receivables . . . . .	\$ 3,407,881	\$ 4,065,794	Other Liabilities . . . . .	\$ 966,110	\$ 1,847,941
Promise to Give . . . . .	\$ 230,000	\$ 215,300	Total Current Liabilities . . . . .	\$ 1,800,590	\$ 2,517,073
Prepaid Expenses . . . . .	\$ 80,282	\$ 174,658			
Total Current Assets . . . . .	\$ 7,077,755	\$ 7,464,779	<b>Long-Term Liabilities</b>		
Net Furniture & Equipment . . . . .	\$ 24,831	\$ 38,366	Deferred Rent Obligations \$	371,541	\$ 466,422
Deposits . . . . .	\$ 59,676	\$ 60,326	Total Liabilities . . . . .	\$ 2,172,131	\$ 2,983,495
Total Assets . . . . .	\$ 7,162,262	\$ 7,563,471	<b>Net Assets</b>		
			Net Assets . . . . .	\$ 4,990,131	\$ 4,579,976
			Total Liabilities . . . . .	\$ 7,162,262	\$ 7,563,471



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