

# Putting Chicago To Work

Published By The Kindness Campaign



*The Kindness Campaign dismantles systemic, structural racism to achieve health equity, workforce equity, education equity and public equity. We envision a strong, thriving community without institutional barriers that stands in the way of equitable participation.*

*Workforce Equity is our commitment to a labor market in which bias income gaps are eliminated, all jobs are good careers and everyone who wants to work has access to self-supporting and family supporting employment.*

*Health Equity is our commitment to reduce and eliminate disparities in health and in its determinants, including social determinants.*

*Education Equity is our commitment to practices, policies and procedures at the school and district level to achieves academic fairness, inclusion and matriculation for every student. This provides students the resources, teachers, interventions and supports they need to be successful.*

*Public Equity our commitment to fairness and justice in the formulation of public policy, distribution of public services, implementation of public policy and management of all institutions serving the public directly or by contract.*

**FOLLOW US ON MEDIA OUTLETS!**



**The Kindness Campaign on Facebook**

<https://www.facebook.com/Show.Kindness.Everyday/>



**Putting Chicago To Work on Facebook**

<https://www.facebook.com/Christopher.Watts.Initiative>



**The Kindness Campaign on Instagram**

@showkindnesseveryday <https://www.instagram.com/showkindnesseveryday/>



**The Kindness Campaign On YouTube**

<https://www.youtube.com/c/TheKindnessCampaign>



**The Kindness Campaign On LinkedIn**

<https://www.linkedin.com/company/kindnesseveryday>

May 4 2025

**Putting Chicago To Work - CHI Issue 639**  
**The Kindness Campaign**

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I often hear candidates say they didn't get a job because they were "overqualified," or that they "should have been hired" over the selected candidate because they were "more qualified." Let's break this down.

First, what does "overqualified" really mean? Are you suggesting that you are capable of doing the work but are somehow too skilled for the role? If so, why apply in the first place? Employers do not review resumes thinking, "This person might do too good of a job," or "This person is too skilled for this company." That's simply not how hiring decisions are made.

Second, what does being "more qualified" actually mean—and how would you know? If a position requires typing 50 words per minute, and Candidate A types 60 wpm while Candidate B types 70 wpm, both meet the requirement. One is not automatically more qualified because they exceed the minimum. Requirements set a baseline, not a competition for who can surpass them the most. Unless you reviewed every other candidate's resume and sat through their interviews, you cannot accurately determine if you were more qualified.

Qualifications such as education and experience are only part of the decision-making process. Attitude, behavior, salary expectations, and cultural fit are equally important factors.

To put it in perspective: does your "extra" experience or higher qualifications directly translate to greater business growth or increased revenue? If not, your additional qualifications, while impressive, may not give you any advantage in the final decision.

**AND**

I'm not sure where the idea originated that following up on a job application is necessary to demonstrate interest. Interest is clearly expressed by submitting an application and following the provided instructions. In reality, no hiring manager or decision-maker has ever said that persistent follow-ups accelerate the process or make a candidate stand out. Hiring managers juggle a wide range of responsibilities, and expecting them to prioritize your need for immediate feedback is both presumptuous and misguided.

**Christopher Watts**  
**Putting Chicago To Work**



**Our Solution To Food Apartheid**  
**Grocery Store + Cafe**  
**Auburn Gresham**  
**8105 S Halsted St**



**K Fresh Foods is a community-centered approach  
– meaning working with the community to  
increase nutritious options based on the cultural  
foodways of community members.**

RUNAWAY COW

**WE ARE  
HIRING**

*Join Our Team!*

**We Are Looking For**

**Ice cream loving high school students  
looking for a part-time job!**

Two ways to apply:

print out an application from our website  
and bring it to the shop to return it  
OR  
pick up an application in the store and fill  
it out!

**Apply Before:**

May 1, 2025



# Homebuyer Expo

## Camino A Su Casa

June 21, 2025 • 10:00 AM - 2:00 PM

Free Entry • Free Parking

Malcolm X College  
1900 W Jackson Blvd  
Chicago, IL 60612

### Chicagoland's Premier Homebuyer Expo!

Attend the premier Homebuyer Expo in the Chicagoland area.  
Access FREE resources to help you achieve your dream of homeownership.

- Up to \$45,000+ grants for downpayment and closing costs assistance\*
  - FREE credit checks\*\*
  - First-time homebuyer workshops
- Interact with SCH's HUD Certified Housing counselors & over 30 exhibitors
- Learn about Affordable Home Loan options



Win Exciting Raffle Items

### Join Us!

Scan the QR Code to  
Register for this Free Event!



[sc4housing.org/getyouhome](https://sc4housing.org/getyouhome)



**Your Path to Home Ownership Begins Here!**

\*Eligibility guidelines apply \*\*Limited Availability



**Alliance Ground International (AGI)** is one of the largest independently owned ground handling companies providing services to 100+ airlines in 61 airports across the U.S. and Canada. We are the home to over 12,000 team members supporting over 1.5B Kilos and over 400K departures. We are committed to providing the highest quality service and continuing our outstanding safety track record. As we continue to grow, we only look for the best in the industry.

From check-in and bag drop, to boarding gates and arrivals, as a Passenger Service Agent you'll ensure our traveling customers are kept well-informed and are in the right place at the right time. Following safety, security, and airline-specific procedures, you'll put our customers - and their customers' needs at the heart of everything our AGI Passenger Service Agents do. This is a customer-facing role with a goal to providing first-class customer service to each traveler we encounter. If you are friendly, outgoing focusing on outstanding customer service, then let your career take off with AGI as a Passenger Service Agent!

- Provide exceptional customer service as per AGI and airline specific standards to ensure customer satisfaction at every step of their journey.
- Always ensure safety and security is never compromised.
- Handle customer interaction with class in an efficient, effective, and professional manner at the ticket counter and gate.
- Make and assist with reservations, preparation, and issuance of tickets and itineraries, computation of fares, issuance of refunds, baggage checking, and collection of excess baggage charges.
- Patiently and empathetically handle customer concerns and complaints regarding ticketing and baggage handling, perform lost and found activities, initiate tracing procedures for lost passenger baggage, process claims for damaged or lost baggage and personal articles, prepare and maintain required records and reports of lost and found activities.
- Knowledgeably answer inquiries regarding flight schedules, fares, and other questions as they arise, providing passengers with general travel information.

**PAY:** \$18.65/HR

**APPLY ONLINE:** [https://allianceground.wd1.myworkdayjobs.com/en-US/AGI\\_Careers/job/Chicago-IL/Customer-Service-Agent\\_R-108040?locations=a5478654e39f0130bc0aa7625501127e](https://allianceground.wd1.myworkdayjobs.com/en-US/AGI_Careers/job/Chicago-IL/Customer-Service-Agent_R-108040?locations=a5478654e39f0130bc0aa7625501127e)

Are you a parent or guardian seeking Mental Health Support for Your Loved One?  
Are you looking for a safe space for your son to focus on their mental wellness in a safe non-judgmental environment? It's okay; you're not alone. Navigating mental health challenges can be overwhelming, but there is hope and help available.

GRO Community was created to empower and support parents in assisting their children:

- 1 Obtain a Positive Male Counselor.
- 2 A robust plan to get your son on track.
- 3 Resources to empower your son for the future.

☎ Contact us today at (773) 253-8385 to book a session or visit our website at <https://grocommunity.org/services/parent-guardian> to schedule an appointment.

**LET US HELP  
YOUR SON!**

**We can Treat ADHD Without Medication.**




**IF YOUR SON DISPLAYS ANY OF THE  
FOLLOWING SYMPTOMS WE CAN HELP HIM:**

- ◆ Impulsiveness
- ◆ Inability to Concentrate
- ◆ Hyperactive
- ◆ Argumentative
- ◆ Defiant
- ◆ Anger Outburst
- ◆ Walking Out of Class with out Permission
- ◆ Forgetfulness





 Gro Community is seeking caring and dedicated individuals to support the needs of boys and men of color. Join our team as we work together towards building stronger, more inclusive communities.

We offer a comprehensive benefits package that includes medical coverage, life insurance, short-term disability, retirement plan, paid time off, holidays, bereavement leave, flexible work options, professional development opportunities, etc.

To apply, send your resume to [info@grocommunity.org](mailto:info@grocommunity.org)

## GRO Community Seeks To Hire Compassionate & Caring Mental Health Professionals



WE ARE  
**HIRING**  
GROW WITH GRO!

Gro offers a comprehensive benefits package which includes

- Medical, Dental, and Vision coverages
- Employer sponsored Life, Accidental Death and Dismemberment
- Employer sponsored short-term disability.
- 403(b) retirement plan
- Competitive PTO package
- 9 Paid Holidays
- Paid bereavement leave
- Flexible work options
- Professional development

For general consideration send your resume to  
[hr@grocommunity.org](mailto:hr@grocommunity.org)



WE'RE HIRING!

At Lydia Home, we're looking for dedicated individuals to join our team. If you're passionate about making a meaningful impact, we'd love to hear from you!

To apply, simply scan the QR code or visit our website below. We're excited to connect with candidates who are ready to contribute to something greater.

A hiring advertisement for Lydia Home. The background is dark purple with a faint image of a woman and child. The Lydia Home logo is at the top center. The main headline is 'WE ARE HIRING!' in large white letters. Below it is the sub-headline 'Join the Mission at Lydia Home' in yellow. A paragraph of text asks if the reader has a heart for children and a passion to make a difference. To the right is an illustration of a hand holding a yellow megaphone. On the left, a yellow pill-shaped button contains the text 'Child Welfare Positions' followed by a bulleted list of roles: Foster Care Supervisors, Foster Care Case Managers, Foster Care Licensing Rep/Recruitment Specialist, and Foster Care Case Aide. To the right of this list is another yellow pill-shaped button that says 'Scan to Apply!' with a QR code below it. At the bottom, a grey bar contains the text 'Ready to make a difference? Join us – apply now at www.lydiahome.org/employment'.

Ready to make a difference? Join us – apply now at [www.lydiahome.org/employment](http://www.lydiahome.org/employment)



**Evergreen Park Elementary School** ...  
**District 124**

Sponsored · 

When you become a teacher in Evergreen Park D124, you'll get a higher salary than you would in other area school districts, comprehensive health insurance, robust retirement packages, professional development and more! Here, we invest in you like you invest in your students.

A circular inset image showing a classroom scene. A teacher is standing at the front, and several students are sitting at desks with their hands raised, participating in a lesson. The background shows a typical classroom setting with a whiteboard and an American flag.A circular logo for Evergreen Park Elementary School District 124, featuring a stylized evergreen tree and the text "EVERGREEN PARK Elementary School District 124".

*Join the*  
**EP FAMILY!**

+ *Higher salaries* + *Professional development*  
+ *Comprehensive health insurance*

**WE'RE HIRING**

We are accepting applications for the position of Electronic Home Monitoring Assistant. All information regarding the job posting and the application process can be found here:

[www.kendallcountyil.gov/employment](http://www.kendallcountyil.gov/employment)

Deadline to Apply: Sunday, May 18th



**KENDALL COUNTY  
SHERIFF'S OFFICE**



# WE'RE HIRING!

## **ELECTRONIC HOME MONITORING ASSISTANT**

- **ESSENTIAL DUTIES AND RESPONSIBILITIES INCLUDE BUT NOT LIMITED TO:**
  - ASSIGNMENT AND DISCONNECTION OF GPS MONITORS
  - CONDUCTING COMPLIANCE CHECKS ON PARTICIPANTS OF EHM PROGRAM
- **37.5 HOURS PER WEEK - EVENING HOURS 12:00PM-8:00PM**
  - HOURS ARE FLEXIBLE DEPENDING ON NEEDS OF OFFICE
- **STARTING SALARY \$24.50 PER HOUR**

**VISIT OUR WEBSITE FOR MORE INFORMATION  
AND TO FILL OUT AN APPLICATION!**

**DEADLINE TO APPLY:  
MAY 18TH, 2025**

**[WWW.KENDALLCOUNTYIL.GOV/EMPLOYMENT](http://WWW.KENDALLCOUNTYIL.GOV/EMPLOYMENT)**

QUESTIONS?  
PLEASE EMAIL [SHERIFFHR@KENDALLCOUNTYIL.GOV](mailto:SHERIFFHR@KENDALLCOUNTYIL.GOV)

Hinsdale Fire Department  
Recruitment and Testing Process is OPEN  
Firefighter / Paramedic: Starting annual wage rate: \$79,885  
Top annual wage rate: \$120,568  
Firefighter Starting annual wage rate: \$74,311  
Apply by 5/23/25  
Full details: <https://bit.ly/fire-paramedic>

# HINSDALE FIRE DEPARTMENT

**RECRUITMENT  
AND TESTING  
PROCESS  
IS OPEN**



**FIREFIGHTER / PARAMEDIC:**  
Starting annual wage rate: \$79,885  
Top annual wage rate: \$120,568

**FIREFIGHTER**  
Starting annual wage rate: \$74,311

**APPLY BY 5/23/25**

**Full details: [bit.ly/fire-paramedic](https://bit.ly/fire-paramedic)**

# CTA Workforce Outreach Event

CTA invites you to join us at Columbus Park Refectory to learn more about employment opportunities with CTA contractors on upcoming projects. Don't miss this opportunity to engage with CTA Workforce Partners, representatives from various building trades, workforce agencies, and construction contractors.



This event is free and open to the public. Please save the date!

Wednesday, May 7, 2025  
10am - 12:00pm

Columbus Park Refectory  
5701 W Jackson Blvd, Chicago, IL, 60644  
Parking Available on Site

## Current & Upcoming CTA Projects

- All Stations Accessibility Plan (ASAP)
- Forest Park Blue Line Racine Station ADA & Traction Power Improvements
- Forest Park Blue Line Track Improvement
- Kedzie Bus Garage
- Red Line Extension
- Skokie Shops
- Substation Roof Replacement Program
- Substation Upgrades



Meet CTA Staff, Contractors and CTA's Workforce Partners

Please register at: <https://forms.gle/eMWraY4cJgJL1Khi9>



# COOK COUNTY SHERIFF'S OFFICE

NOW HIRING CORRECTIONAL OFFICERS



APPLY TODAY



## Go With CCSO

SCAN FOR MORE INFORMATION



- ✓ COMPETITIVE SALARY
- ✓ REWARDING & CHALLENGING CAREER
- ✓ GREAT RETIREMENT PENSION
- ✓ MEDICAL & DENTAL BENEFITS
- ✓ PAID HOLIDAYS, VACATION, & SICK TIME

APPLY NOW: [COOKCOUNTYSHERIFFIL.GOV/EMPLOYMENT](http://COOKCOUNTYSHERIFFIL.GOV/EMPLOYMENT)



The Official Website of the  
**CHICAGO PARK DISTRICT**

**Title:** Attendant - Full Time

**Rate of Pay:** \$52,819.76/annually

**Characteristics of the Class:** Under general supervision, keeps clean and orderly restrooms and facilities reserved for visitors. Performs related duties as required.

**Examples of Duties:**

- Maintains clean and orderly restrooms and facilities reserved for visitors, recreational equipment and other supplies provided for the public.
- Makes simple reports of attendance and materials distributed.
- Operates, cleans and maintains heating equipment when so assigned.
- Removes all litter and trash on grounds immediately outside park buildings on a daily basis where situations exist which may endanger park patrons, for example, the presence of broken glass, slippery spills, etc.
- Cleans grounds as needed

**Minimum Qualifications:**

**Training and Experience:** Previous experience in performing building maintenance or other related maintenance activities preferred. Desirable previous experience includes use of maintenance equipment and supplies such as cleaning agents, waxes and the operation of a floor buffing machine. Must be at least eighteen (18) years of age.

**Knowledge, Skills and Abilities:** Basic knowledge of cleaning agents used in indoor sanitation and maintenance. Ability to operate maintenance equipment in a safe and efficient manner. Ability to perform manual labor. Ability to respond to routine inquiries from the public.

**APPLY ONLINE:** [https://fa-esjf-saasfaprod1.fa.ocs.oraclecloud.com/hcmUI/CandidateExperience/en/sites/CX\\_1/job/2500327/?location=Chicago%252C+Cook%252C++IL%252C++United+States&locationId=300000003742367&locationLevel=city&mode=location&radius=25&radiusUnit=MI](https://fa-esjf-saasfaprod1.fa.ocs.oraclecloud.com/hcmUI/CandidateExperience/en/sites/CX_1/job/2500327/?location=Chicago%252C+Cook%252C++IL%252C++United+States&locationId=300000003742367&locationLevel=city&mode=location&radius=25&radiusUnit=MI)





The Official Website of the  
**CHICAGO PARK DISTRICT**

**Title:** Attendant

**RATE OF PAY:** \$22.57 per  
hour

**Budgeted hours:** Up to 28 hours per week

**Location:** Grand Crossing

**CHARACTERISTICS OF THE CLASS:**

Under general supervision, keeps clean and orderly restrooms and facilities reserved for visitors. Performs related duties as required.

**EXAMPLES OF DUTIES:**

- Maintains clean and orderly restrooms and facilities reserved for visitors, recreational equipment and other supplies provided for the public.
- Makes simple reports of attendance and materials distributed.
- Operates, cleans and maintains heating equipment when so assigned.
- Removes all litter and trash on grounds immediately outside park buildings on a daily basis where situations exist which may endanger park patrons, for example, the presence of broken glass, slippery spills, etc.
- Cleans grounds as needed.

**MINIMUM QUALIFICATIONS:**

**Training and Experience:**

Previous experience in performing building maintenance or other related maintenance activities preferred. Desirable previous experience includes use of maintenance equipment and supplies such as cleaning agents, waxes and the operation of a floor buffing machine. Must be at least eighteen (18) years of age.

**APPLY ONLINE:** <https://fa-esjf->

[saasfaprod1.fa.ocs.oraclecloud.com/hcmUI/CandidateExperience/en/sites/CX\\_1/job/2500333/?location=Chicago%252C+Cook%252C++IL%252C++United+States&locationId=300000003742367&locationLevel=city&mode=location&radius=25&radiusUnit=MI](https://fa-esjf-saasfaprod1.fa.ocs.oraclecloud.com/hcmUI/CandidateExperience/en/sites/CX_1/job/2500333/?location=Chicago%252C+Cook%252C++IL%252C++United+States&locationId=300000003742367&locationLevel=city&mode=location&radius=25&radiusUnit=MI)

**We're hiring Supermarket Rack Refrigeration Technicians!**

**We are hiring in the states of Arizona, New Mexico, Texas, Oklahoma, Kansas, Tennessee, Louisiana, and Florida. Not located in one of these states? We are offering relocation opportunities with personalized support, flexible moving options, and tailored settling-in services.**

Are you on the lookout for an exciting career opportunity within a dynamic team? Walmart is expanding our workforce across local retail stores and is actively recruiting Supermarket Rack Refrigeration HVAC Technician. If you possess relevant experience in this field, we invite you to bring your skills to our fast-paced and welcoming work environment!

**Join us on Wednesday, May 14, 2025 for our Virtual Hiring Event starting at 2:00 PM Central Daylight Time.**

**Learn more and register thru this link: <https://tinyurl.com/kbdezvvn>**

**Virtual Hiring Event Details**

Date: Wednesday, May 14, 2025

Time: 2:00 PM - 5:00 PM Central Daylight Time

Place: ONLINE! You can attend from your smartphone, tablet, laptop, or computer!

Registration Link: <https://tinyurl.com/kbdezvvn>

As a Supermarket Rack Refrigeration HVAC Technician at our local retail store, your role will support and oversee repair within the Walmart facilities Refrigeration HVAC equipment team and assets by utilizing commercial HVAC and Refrigeration skills and using hand tools, digital tools, power tools, and other equipment to complete jobs.

**We are offering a generous sign-on bonus, relocation opportunity and competitive pay!**

**Are you a good fit for our Supermarket Rack Refrigeration Technician roles? Yes, if you:**

- 18 years or older with a High School Diploma or equivalent
- 2 years' experience in commercial Refrigeration HVAC maintenance
- Large Scale Rack Refrigeration Experience
- Type I/Type II or Universal Environmental Protection Agency (EPA) Certification for Refrigerant handling
- Hold a valid state-issued driver's license with a clean driving record and ability to pass a Motor Vehicle Record (MVR) report

**Walmart offers:**

- Relocation: offering personalized support, flexible moving options, and tailored settling-in services
- Competitive pay and consistent schedule
- Tools and vehicle provided
- Career growth opportunities
- Robust benefits package, including vision, dental plans, mental and emotional health benefits
- Associate discounts in-store and online with Walmart Plus membership
- Discount programs include discounts on travel, fitness, and much more
- Paid Time off - to include vacation, sick, parental
- Financial benefits including 401(k), stock purchase plans, life insurance and more.

Pay: From \$23.00 per hour

Dear Parents and Guardians,

Your involvement in your child's development—especially during the teenage and young adult years (ages 13–24)—plays a critical role in shaping their academic success, emotional well-being, and future independence. Engaged parenting supports positive behavior, stronger self-esteem, higher achievement, and better decision-making. It creates a foundation of security and belonging that helps young people thrive.

However, through my work providing employment opportunities, job training, and leadership development to youth and young adults, I have observed a growing and concerning trend—not of parental involvement, but of parental control. This pattern, particularly common with youth ages 16–24, can unintentionally hinder their growth into capable, independent adults. Some specific behaviors that present barriers include:

- Using the parent's contact information instead of the young adult's. When parents provide their own email or phone number for job or program communications—even for 18+ year olds—it prevents the young person from developing responsibility and confidence. In some extreme cases, I've seen parents representing children well into adulthood.
- Withholding essential documents. Many young adults are not allowed to keep their own identification—Social Security cards, driver's licenses, state IDs—even though these are required for employment. This practice can create unnecessary delays and undermines the young person's sense of ownership and self-reliance.
- Restricting transportation independence. Some youth are not permitted to use public transportation and are entirely dependent on their parents for rides to and from work, school, or training. While this may stem from a desire to protect, it can become a limiting factor—especially if the parent's schedule is inconsistent or transportation is not always available.
- Intervening in professional settings. Parents attempting to attend job interviews or answer questions on behalf of their child can undermine both the young person's confidence and the employer's perception of their readiness. These are critical moments for young adults to begin advocating for themselves.
- Relying on the young adult for family caregiving. Many youth miss work or training because they are expected to care for younger siblings. While every family has unique circumstances, it's important to consider how this dynamic can prevent the older child from advancing in their own goals.

As parents, we must ensure we are not unintentionally creating roadblocks on our children's path to adulthood.

Let's support our young people in building confidence, accountability, and independence. The goal is not to step back entirely, but to step alongside—to guide without taking over. By doing so, we empower our children to lead their own lives with courage, competence, and resilience.

- Christopher Watts