

EMPLOY MILWAUKEE

2018 ANNUAL REPORT



*WORKING TODAY,
FOR TOMORROW'S SUCCESS*



One of the most important tasks for government is to connect workers to opportunities in ways that benefit both individuals and the entire community. Every Milwaukee resident who wants a job ought to have a job. And I want that work to be compensated fairly, adding value to our economy.

That's why the work of Employ Milwaukee is so important.

The Milwaukee Streetcar is an example of the good work that's underway. "The Hop" is known as a transportation asset, but it also includes a strong workforce development component. This was a collaboration between the City of Milwaukee and Employ Milwaukee to maximize employment opportunities through this significant construction project.

Employ Milwaukee continues to provide a wide range of opportunities across industries for residents in the fields of IT, financial services, construction, manufacturing, hospitality/retail, transportation, and healthcare. To introduce our young people to careers in the healthcare field, we have grown the partnership with my Earn & Learn Program and the Medical College of Wisconsin. This exceptional partnership gives our young citizens close-up opportunities to experience careers in the medical field.

I'm very excited about our new partnership with BankWork\$ which will train individuals for careers in retail banking, beginning with classes at Journey House and plans to grow the program.

Congratulations to Willie C. Wade, the new President and CEO of Employ Milwaukee! I am optimistic the leadership he provides will create new and innovative workforce programming, benefiting employers and job seekers alike.



TOM BARRETT

A handwritten signature in black ink that reads "Tom Barrett".

**EMPLOY MILWAUKEE DESIGNATED
CHIEF ELECTED OFFICIAL**

Mayor, City of Milwaukee

LETTER FROM

A new President and CEO provides great opportunity to hone the focus of the organization to further support the economic vitality of the region. We are expanding our focus to reach to new audiences across southeastern Wisconsin's business community and community-at-large. Each program and initiative in our product portfolio is responsive to economic development activity and the needs of companies across the region. In support of the business community's intentional branding of Milwaukee as a Tech Hub, we have placed greater emphasis on education, training, and IT job placement. Our TechHire program graduated individuals now working in the IT industry. In tandem, the financial services industry has seen tremendous growth. In response, we are very proud to have launched the first financial services registered apprenticeship in the State of Wisconsin for the occupation of Financial Services Professional.

Our Business Services Team is working closely with companies to respond to their hiring needs by increasing the number of targeted hiring and recruitment events across industries. This past year alone, they worked to help fill nearly 4,000 open positions for our Industry Advisory Board member employers. Additionally, a new partnership with the Franklin Business Park Consortium supported their inaugural job fair resulting in successful talent sourcing for member companies.

The rapid growth in southeastern Wisconsin's construction industry has provided new opportunities to connect individuals to training, pre-apprenticeship and registered apprenticeship. Our network of partners is ensuring construction industry employers have the workforce they need. The construction industry is one of several industries that offers a second chance for

BOARD CHAIR & PRESIDENT/CEO

justice involved individuals. Our diverse portfolio of reentry programming provides comprehensive support and services to criminal justice involved individuals while mitigating risks to employers and positively impacting workforce retention.

The Mobile Workforce Connections (MWC) initiative launched this year connecting individuals currently not supported by the workforce system to services and resources. The MWC team provides information about resources available through the public workforce system to people in communities across Milwaukee County. Outreach is conducted by the MWC team at cultural events, faith-based organizations, and neighborhood locations. This innovative approach has produced record participation from local job seekers in programs and services administered by Employ Milwaukee.

Read on to learn more about our accomplishments, forward progress, and plans for the future of workforce development in southeastern Wisconsin.



DON LAYDEN

A handwritten signature in black ink that reads "Don Layden".

BOARD CHAIR

Employ Milwaukee



WILLIE C. WADE

A handwritten signature in black ink that reads "Willie C. Wade".

PRESIDENT & CEO

Employ Milwaukee

DID YOU KNOW?

Although workforce development boards are known for serving the most disadvantaged and vulnerable populations, did you know that Employ Milwaukee also serves working professionals and other educated, experienced, and skilled individuals? In fact, 29% of the individuals served by Employ Milwaukee in the last program year had at least a high school diploma and 11% had post-secondary education, including Bachelor's and Master's degrees. Some examples of individuals served include:

- *Skilled veterans and their spouses transitioning to civilian jobs who may need assistance in identifying and documenting transferable skills.*
- *Current professionals seeking up-skilling opportunities or looking to change careers.*
- *An individual who is laid off after 20 years of work and has the experience, but not the credentials, to qualify for a new job.*
- *A college-educated parent seeking to return to the workforce after the children have grown.*
- *Entrepreneurs and self-employed individuals looking to gain the knowledge/skills necessary to build a successful business of their own.*
- *Recent high school graduates interested in earning money right away through short-term occupational skill training or Registered Apprenticeship.*

Since the health of Milwaukee's regional economy is dependent on a continuous supply of educated, highly skilled workers, Employ Milwaukee's portfolio of programs and services has been developed to help a wide variety of individuals gain the necessary skills to keep up with a demanding and changing job market.

– TEAM EMPLOY MILWAUKEE

YEAR IN REVIEW

PROGRAMS & SERVICES: Employ Milwaukee programs and services are designed to achieve both the outcomes established by funders and the expectations articulated by customers and clients. Agency outcomes and operational measures are therefore tracked and measured in three strategic categories with an intentional emphasis upon high-demand occupations within regional growth sectors and economic clusters. Specific outcome categories include job placements, wage growth and sector training (investment/cost per training/completion rates). Each service contractor and training provider is informed of required outcomes, and their performance to outcome is monitored throughout the year by staff and One Stop Operator. Technical assistance and training is continually provided by staff from both the State Department of Workforce Development and Employ Milwaukee to ensure that both program and service outcomes as well as customer/client expectations are satisfied.

WAGE GROWTH: The average wage for Adult clients placed into jobs through Employ Milwaukee programs and services increased by more than 16% to \$13.39 while Reentry client average wages increased by almost 9% to \$11.17 in Program Year 2017. Wage progression is attributable to the increased demand for skilled labor, better trained and credentialed clients, intentional candidate recruitment, targeted hiring events with employers and Industry Advisory Boards, and impactful training programs with relevant credentials.

ADULT WAGES INCREASED BY MORE THAN 16% IN PY17

17,373

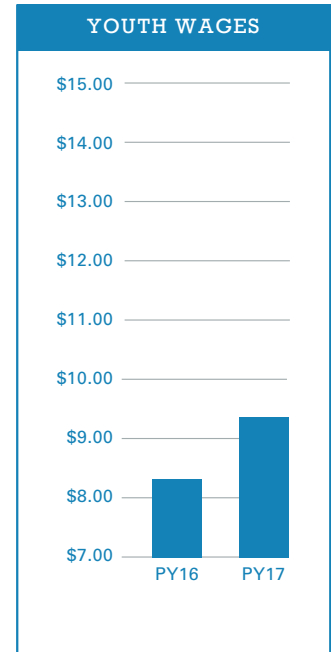
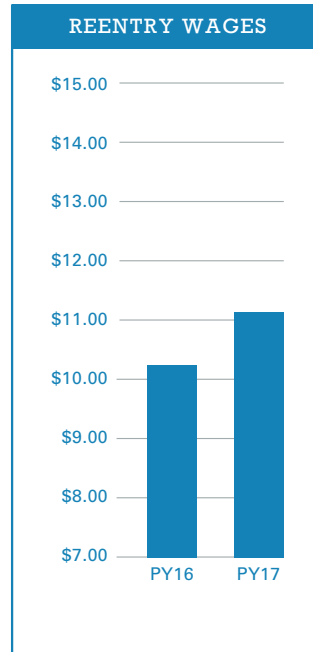
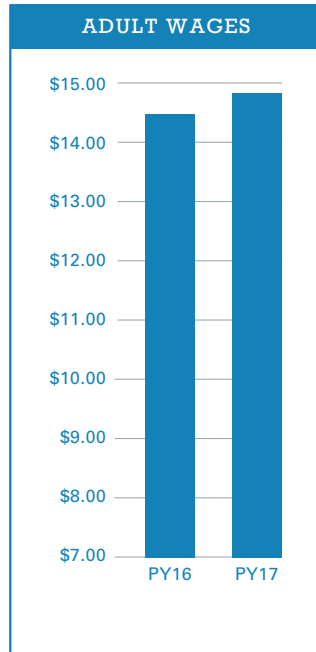
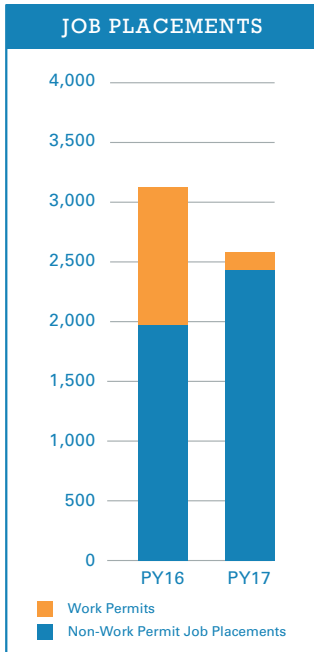
PARTICIPANTS SERVED*

2,579

INDIVIDUALS WHO OBTAINED EMPLOYMENT

1,465

YOUTH WHO OBTAINED PAID WORK EXPERIENCE



JOB PLACEMENTS: Wisconsin law requires 14 and 15-year-old youth to secure a work permit. Employ Milwaukee issues youth work permits but tracks these job placements separately. Non-work permit job placements totaled 2,474 in Program Year 2017, an increase of more than 27% compared to PY16. More than half of these placements were in occupations in the high demand growth sectors of Administrative and Support Services (multi sector), Retail Trade, Accommodation/Food Service (Hospitality), Manufacturing, Healthcare and Construction as defined by NAICS code. The top occupational categories as defined by ONET codes for job placements were:

PY: PROGRAM YEAR, JULY 1, 2017 – JUNE 30, 2018

*Served participants are individuals involved with our Programs, Business Services, and Mobile Workforce Connections.

- Production Occupations
(51-xxxx) = **517 Placements**
- Office and Administrative Support Occupations
(43-xxxx) = **410 Placements**
- Sales and Related Occupations
(41-xxxx) = **407 Placements**
- Construction and Extraction Occupations
(47-xxxx) = **311 Placements**
- Food Preparation and Serving Related Occupations
(35-xxxx) = **233 Placements**
- Transportation and Material Moving Occupations
(53-xxxx) = **205 Placements**
- Healthcare Support Occupations
(31-xxxx) = **127 Placements**

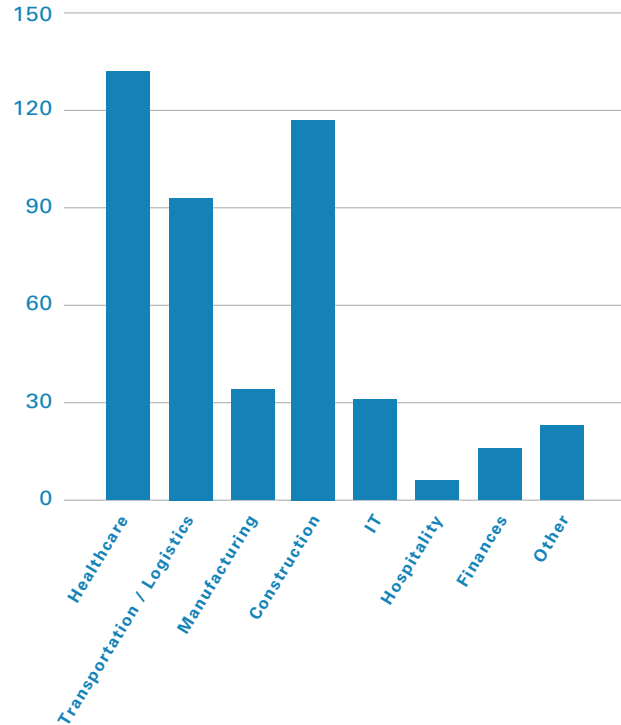
YEAR IN REVIEW

OUTCOMES

SECTOR TRAINING: While available training funds decreased by more than 29% in PY17, training investment metrics improved in several respects:

- Reduction of average cost per student of \$116/student with a **69% average training completion rate for all programs**, an increase of 43% in construction-related training with an average completion rate of 72%.
- An increase in hospitality sector job placements while investing \$89,330 less in training programs – employers providing specific training once clients were placed. Ongoing relationship building with Hospitality Industry Advisory Board companies has created greater efficiency and money saving practices when placing individuals into hospitality industry jobs.
- In total, 96% of all training completions were accomplished in the targeted high demand growth sectors of Construction, Manufacturing, Transportation, Healthcare, Hospitality, Financial Services and Information Technology.

PARTICIPANTS ENROLLED IN TRAINING BY INDUSTRY SECTOR



PARTICIPANTS WHO COMPLETED TRAINING: 1,321

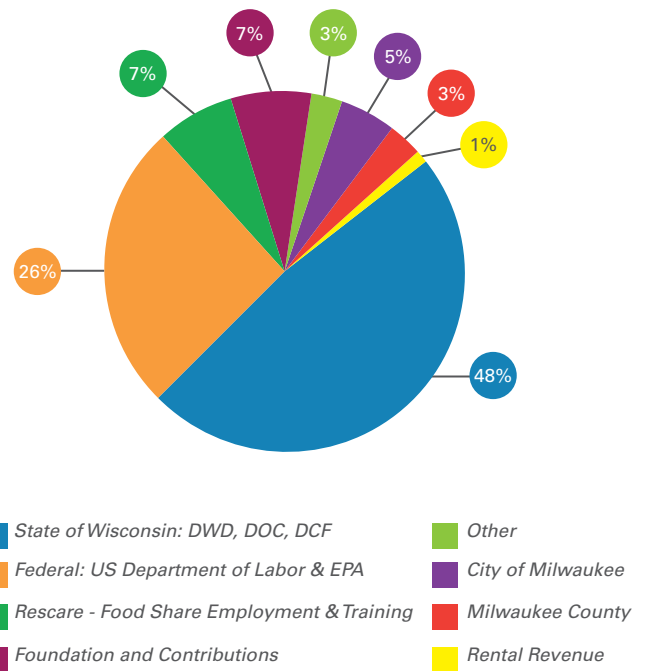
TRAINING INVESTMENTS	TRAINING DOLLARS		PARTICIPANTS	
	PY16	PY17	PY16	PY17
Healthcare Support Occupations	\$767,934	\$524,757	587	474
Transportation and Material Moving Occupations	\$534,733	\$510,558	174	108
Construction and Extraction Occupations	\$730,490	\$351,753	525	308
Production Occupations	\$270,554	\$154,044	117	90
Personal Care and Service Occupations	\$188,099	\$136,638	298	154
Computer and Mathematical Occupations	\$150,497	\$98,943	171	294
Office and Administrative Support Occupations	\$162,053	\$59,989	110	27
Healthcare Practitions and Technical Occupations	\$66,118	\$54,376	57	80
Business and Financial Operations Occupation	\$71,940	\$34,580	48	19
Food Preparation and Serving Related Occupations	\$82,346	\$23,970	50	11



SHORT-TERM TRAINING: Through Employ Milwaukee's Short-Term Training, nine people were trained in Entry Level Manufacturing Skills (ELMS) and hired immediately by Leonardo DRS Technologies at a starting wage of \$18.58 per hour. The training was developed by Employ Milwaukee in partnership with WRTP/BIG STEP. Leonardo DRS Technologies helped

design the curriculum for the four-week training program. The graduates earned a Manufacturing Skill Standards Council (MSSC) safety certification and were presented with certificates of completion at a graduation ceremony at WRTP/BIG STEP on Wednesday, June 6, 2018.

FUNDING: Employ Milwaukee's diversified funding portfolio combines formula and discretionary funds, allowing for innovative programming across industry sectors. Foundational workforce activities and career planning programs are supported by federal Workforce Innovation and Opportunity Act (WIOA) formula funding and are maximized by a network of service and training providers. The collaborative workforce strategy incorporates skill training, apprenticeship programming and On-The-Job Training experiences across programs and services. Regional partnerships with educators, training providers, business associations and employers ensure efficiency and create opportunity for expanded programming and an increase in available workers.



YEAR IN REVIEW: The transformative results for both clients and employers as well as the cumulative impact upon the region's skilled workforce could not have been accomplished without the intentional contributions and additive capabilities of staff, service providers, and training partners. Read on and discover how and who contributed to these collective accomplishments for Program Year 2017.

PROGRAMS

WORKFORCE INNOVATION & OPPORTUNITY

ACT: Employ Milwaukee administers Workforce Innovation and Opportunity Act (WIOA) programs in Milwaukee County and oversees the public workforce system that provides job seekers and workers with access to services and resources to gain the needed skills and education desired by regional employers.

THE WIOA ADULT PROGRAM: Assists workers and job seekers with access to employment, education, training, and supportive services to help them succeed in the labor market. The types of career services offered include basic career services, individualized career services, and follow up services. Individualized career services are based on the employment needs of the individual as determined jointly by the individual and the career planner and are identified through an individual employment plan (IEP). When appropriate, training and supportive services may be provided.



A Bon-Ton employee meets with a representative from Harley-Davidson during a job fair held at Bon-Ton's Corporate Headquarters on May 11, 2018.

WIOA DISLOCATED WORKER PROGRAM:

Provides adults with access to career and training services that help them achieve their employment goals during transitions. Career services include workforce preparation activities, such as workshops led by experts in resume development and interviewing techniques, financial literacy services, and coordination with other programs, such as English language acquisition or adult basic education. A variety of training services, including occupational skills training, On-the-Job Training (OJT), job readiness training, and customized training, provide options that meet the individual's needs and learning style.



A DISLOCATED WORKER PROGRAM enrollment session was hosted by Employ Milwaukee specifically for Boston Store staff seeking services, including job search, career planning and training. In April, Bon-Ton, Inc. announced it would be laying off 2,200 people starting in June. Employ Milwaukee provided Rapid Response services through the Dislocated Worker Program to serve those who had been impacted by this event and helped these individuals get connected to new employment opportunities.

This year, two major dislocations took place with 600 workers affected by the closing of JCPenney’s warehouse/logistics and call center operations, and 2,200 workers affected by the closing of Boston Store. Employ Milwaukee provided Rapid Response services to individuals from Bon-Ton, Inc and JCPenney. Workers received support through Dislocated Worker/Unemployment Insurance/Job Service Information Sessions and using Transition Centers to access services. Many workers participated in multiple job fairs hosted by Employ Milwaukee to connect them to employers seeking their skillset.

RAPID RESPONSE SERVICES FOR BOSTON STORE INCLUDED:

- 482** Workers served through Dislocated Worker/Unemployment Insurance Job Service Information Sessions
- 552** Transition Center Visits
- 150+** Workers Attended Targeted Job Fair at Bon-Ton, Inc. Corporate Offices

RAPID RESPONSE SERVICES FOR JCPENNEY INCLUDED:

- 150** Workers served through Dislocated Worker/ Unemployment Insurance/ Job Service/ Social Security Administration Information Sessions
- 250** Transition Center Visits
- 650+** Workers Attended Job Fair with 72 Employers

SUCCESS STORY

DAN HERDA

Dan Herda considers himself very fortunate to have gone from a job he loved to another job he loves. He is the Director of Communications for United Way of Greater Milwaukee and Waukesha County. Previously, he served as the Divisional Vice President-Internal Communications for Bon-Ton Stores, Inc. In April, the company announced it would be closing all of its store locations in Wisconsin as well as the corporate offices, located in downtown Milwaukee, affecting more than 2,200 employees in total.

“When the company announced it was liquidating, people went into panic mode and had a lot of questions, such as, how do I do a resume? How do I find a job? Almost immediately, I was contacted by Ricardo Ybarra and Jovo Potkonjak from Employ Milwaukee and everything changed at that point,” said Herda. “Our staff felt that if they left Bon-Ton they would be on an island by themselves. They weren’t. They never were.”

The Wisconsin Department of Workforce Development (DWD) Dislocated Worker Program provides transition assistance to workers and companies affected by permanent worker layoffs. The Program’s local Rapid Response Teams help companies and worker representatives develop and implement a practical transition plan based on the size of the layoff event.

“The entire Employ Milwaukee staff, and especially Ricardo and Jovo, are passionate and caring people. They looked people in the eyes and said, ‘I’m here to help’. We had long lines of people and they would say, we’ll stay a little longer. We’ll stay until the last person is helped. That’s unheard of today. The service we received could be a case study in customer service. I watched them answer the same question 75 times and not get irritated. The support the Bon-Ton workers received made all the difference in the world,” said Herda.



PROGRAMS

1,548 REENTRY INDIVIDUALS SERVED

REENTRY EMPLOYMENT SERVICES: Employ Milwaukee has a diverse portfolio of Reentry Programming that provides services to justice involved individuals that will mitigate risks to employers and impact retention. Evidence based correctional strategies are folded into programming so that participants are given both technical and essential skills when necessary. The initiatives include:

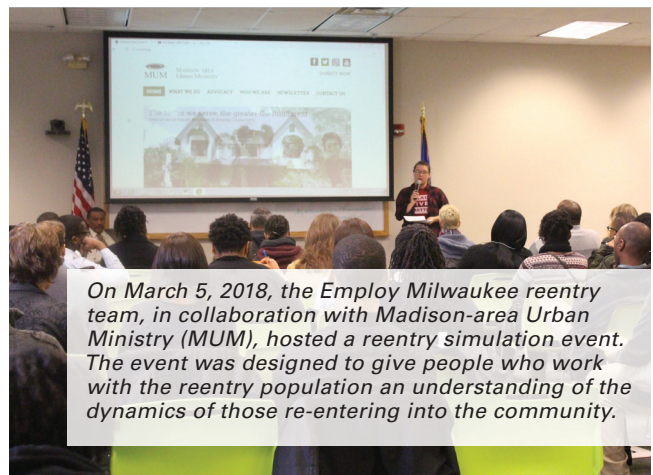


Chantell Jewell, Reentry Services Manager at Employ Milwaukee.

REGION 3 EMPLOYMENT AND TRAINING PROGRAM is a program in which Employ Milwaukee works directly with individuals who are in the community under correctional supervision with a need for employment. The goal is to equip them with essential and technical skills that will help them be successful in the workforce. Individuals are assessed, and an employment plan is developed. Job ready individuals will receive direct placement services or apprenticeship opportunities. Participants that are not job ready will be offered an opportunity to build skills through an OJT, technical training, transitional job opportunities, or educational programming.

WINDOWS TO WORK is an intensive cognitive and job readiness program that occurs six to eight months before individuals are released from prison and is coupled with any technical certifications that may have been earned. These services are followed by 12-months of intensive case management along with supportive services while they are in the community. The benefit that employers have of working with these individuals is the ability to leverage resources for On-the-Job Training (OJT).

HOUSE OF CORRECTION EMPLOYMENT CENTER is an employment center located within the Milwaukee County House of Correction (HOC). Individuals obtain job readiness skills and technical certifications through the employment center while working on a barrier reduction plan during the period of incarceration. Some of these individuals have community access for work purposes and offer an additional talent pool for area employers.



On March 5, 2018, the Employ Milwaukee reentry team, in collaboration with Madison-area Urban Ministry (MUM), hosted a reentry simulation event. The event was designed to give people who work with the reentry population an understanding of the dynamics of those re-entering into the community.

PROGRAMS

INNOVATIVE YOUTH PROGRAMMING: Employ Milwaukee's comprehensive youth programs provide support to young people to connect to careers. The strong portfolio of programs assists youth in their career exploration, and provides opportunities for them to connect to skills training while still in high school. Additionally, youth programs offer critical first work experiences, connect young people to apprenticeship opportunities, and provide social-emotional support to prepare youth for the workforce.

6,110

YOUTH SERVED

WIOA YOUTH

The WIOA Youth program provides high quality services to youth and young adults beginning with career exploration and guidance, continued support for educational attainment, opportunities for skills training for in-demand industries and occupations, and culminating with a good job along a career pathway or enrollment in post-secondary education.

CAREER PLUS

This program focuses on planning for and supporting career pathways, as well as employing a variety of strategies to connect students in Milwaukee County high schools to the world of work. Also, it links teens at risk of criminal involvement with subsidized jobs and supportive services including social-emotional learning to increase employment skills and positive engagement while preventing participation in delinquent activities.

YOUTH APPRENTICESHIP

The DWD Youth Apprenticeship program is a work-based learning experience available to high school juniors and seniors. Employ Milwaukee connects DWD classroom instruction to high school teachers and employees to provide students in the Brown Deer, Nicolet, and West Allis-West Milwaukee school districts to work experience and credentials.

THESE PROGRAMS MAY PROVIDE CANDIDATES FOR:

EARN & LEARN SUMMER YOUTH EMPLOYMENT

Mayor Barrett's Earn & Learn Summer Youth Employment program provides young adults with a specialized, entry-level, six-to-eight week paid work experience. Participants earn a subsidized wage for a maximum of 20 hours each week while benefiting from gaining a variety of valuable skills and experiences, including completing job applications, developing essential skills like work site communication and punctuality, building specific job skills and abilities, and receiving training to make the job experience successful for the youth, their employer, and future employers.



On Friday, August 3, 2018, Willie C. Wade, President and CEO, Employ Milwaukee, was the keynote speaker at the CTSI 500 Stars Program closing ceremony at the Medical College of Wisconsin where he congratulated the young people.

FOR THE SECOND YEAR IN A ROW,

Employ Milwaukee has partnered with the Clinical & Translational Science Institute of Southeast Wisconsin (CTSI) at the Medical College of Wisconsin (MCW) to give young people who participate in Mayor Barrett's Earn & Learn Summer Youth Employment Program an opportunity to gain first-hand knowledge of careers in the medical field at one of the most prestigious medical research institutions in the country. Over the past two summers, 47 Earn & Learn students have participated in the CTSI 500 Stars Summer Internship Program, working in various departments at CTSI partner organizations, representing research laboratories, clinical and translational research settings,

research administration and support settings, and many more. Moreover, some students took part in the MCW's Apprenticeship in Medicine program for high school students from historically underrepresented backgrounds interested in medical careers. All students received hands-on experience in live settings, participated in enrichment and mentoring activities, weekly translational science lecture series, and much more. Students also had the opportunity to visit the Museum of Science and Industry in Chicago. In the two years of the partnership, the number of Earn & Learn young people has nearly doubled from 17 Earn & Learn participants in 2017 to 30 in 2018.

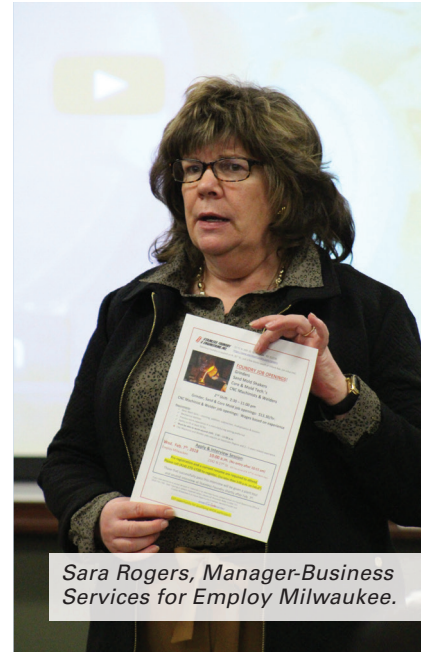
"We are very pleased with our partnership with Employ Milwaukee," said Joseph E. Kerschner, MD, Dean, MCW School of Medicine, Provost and Executive Vice President. "We are eager to help these young prospective scientists cultivate their passions in multiple medical and clinical fields and look forward to working with Employ Milwaukee to develop the talent of our future workforce."

BUSINESS SERVICES

BUSINESS SERVICES: Employ Milwaukee's Business Services & Solutions Team offers customized candidate recruitments, skill development and training programs, and other talent development and sourcing solutions to regional employers. These products reflect a collaborative effort with the business community, workforce and educational partners, community and faith-based organizations and the other workforce development boards of Wisconsin.

Business Services staff can assist businesses with designing recruitment and retention programs. Services include distribution of job orders to a comprehensive network of job seekers, pre-screening of job seekers (for qualifying businesses), recruiting for and hosting of hiring events, candidate job order matching and access to other workforce resources.

Innovative Business Solutions and best practices include the On-The-Job Training (OJT) program; short-term training; pre-apprenticeship training; incumbent worker training; apprenticeships; and paid work experience.



Sara Rogers, Manager-Business Services for Employ Milwaukee.



Job Fair in partnership with the Franklin Business Park Consortium.

ON TUESDAY, APRIL 10, 2018, the Franklin Business Park Consortium (FBPC) sponsored a job fair at Franklin High School for a dozen member companies to recruit job seekers to fill immediate openings, primarily in manufacturing and skilled trade jobs. Employ Milwaukee was a key partner in this inaugural event assisting with logistics and recruitment of job seekers. The event drew 92 job seekers, many of whom interviewed on the spot with companies such as Krones, Allis-Roller, Carma Laboratories, and Quad Packaging.

BUSINESS SOLUTIONS

ONSITE HIRING AND RECRUITMENT EVENTS:

Employ Milwaukee conducted 29 onsite recruitment/hiring events as the lead entity, or in collaboration with partner organizations. For example, Employ Milwaukee partners with the State’s Department of Workforce Development Job Service for the annual Career Expo at State Fair Park. This year’s Career Expo, held May 3, 2018, had 1,003 job-seekers in attendance, and 112 employers registered to fill over 2,500 job openings.



Employer meets with job seeker at the Joseph Project Manufacturing Hiring Event on February 16, 2018.

EMPLOY MILWAUKEE ON-SITE HIRING AND RECRUITMENT EVENTS

RECRUITMENT EVENTS	29
PRE-SCREENED JOB SEEKERS	1,583
JOB-SEEKERS ATTENDED	2,492
REAL-TIME JOB OPENINGS	4,000+

AVERAGE WAGE ACROSS INDUSTRY SECTORS:

\$11 - \$14/hr.	– Entry Level
\$15 - \$18/hr.	– Semi Skilled
\$19+/hr.	– Skilled



ON SEPTEMBER 5, 2018, Employ Milwaukee hosted a Hospitality/Retail Hiring Event at the Hilton City Center, with seven participating employers, including Marcus Hotels Resorts, Hyatt Regency, White Lodging, KGC Hospitality, Shiftgig, Outpost Natural Foods, and Potawatomi Hotel and Casino. In attendance were 60 job seekers and several job offers were made on the spot.

INDUSTRY ADVISORY BOARDS:

Seven sector-specific Industry Advisory Boards (IABs) in regional growth industries including Construction, Hospitality/Retail, Healthcare, Finance, Manufacturing, Information Technology, and Transportation/Logistics were engaged throughout the year, increasing the influence of the private sector. These IABs design industry specific recruitment events and provide expert reviews on training provider applications, ensuring that local operations are demand-driven. Employ Milwaukee was thrilled to work with the Wisconsin Department of Workforce Development and Financial IAB members in successfully developing the nation’s first Registered Apprenticeship in the financial sector for Financial Services Professional (see page 17 for more information).

SKILL & CREDENTIAL ATTAINMENT

JOB-DRIVEN OCCUPATIONAL TRAINING

Since targeted occupational and workplace preparation is needed for job seekers to enter the labor market and for low-income workers to advance in careers that pay sustainable, living wages, Employ Milwaukee puts a great emphasis on delivering successful job-driven training that results in credentials. As such, Employ Milwaukee is constantly looking for new opportunities and resources to provide industry-recognized training to clients.

BANKWORKS®

BankWork\$® is partnering with Employ Milwaukee to expand its eight-week free training program to Milwaukee. BankWork\$® is a public-private partnership that primarily trains participants from underserved neighborhoods for careers in retail banking. The eight-week course equips graduates with hard and soft skills, common among financial industry employers, to become qualified for in-demand jobs at local retail bank branches. The program has a 70% placement rate and 82% of graduates placed in jobs in the financial services industry remain employed six months after graduation. The program is currently operating in Atlanta, Chicago, Dallas, Denver, Houston, Los Angeles, Philadelphia, Phoenix, Portland, San Francisco, Seattle, and Tacoma, Washington. Successful planning and partnership development with BankWork\$® and banking employers in 2017 will allow Employ Milwaukee to train and place 75 individuals in 2018, 100 in 2019, and up to 400 in 2020 and beyond. Please go to employmilwaukee.org for more information on how to participate as an employer partner or trainee.

AMERICA'S PROMISE

Funded by the U.S. Department of Labor, the America's Promise program provides individuals with the opportunity to get high quality education and training that leads to in-demand and industry recognized credentials and degrees. Employ Milwaukee, and its local partner WRTP/BIG STEP, offer opportunities in the fields of healthcare, information technology, and manufacturing. Participants receive assessment, free tuition, case management, supportive services and career and placement services. To date, Compete Midwest America's Promise has placed 111 participants into employment.

YOUTHBUILD

YouthBuild prepares young adults for careers and employment in the construction industry while providing classroom-based GED instruction. Participants work on residential housing construction sites, acquiring construction and life skills through a combination of hands-on learning and mentoring. The program has expanded to also offer industry-recognized training in the manufacturing and hospitality sectors. Over the past two years, 72 young adults have received education, training, and leadership development services. Employ Milwaukee's partners include Milwaukee Christian Center, Northcott Neighborhood House, and the Housing Authority of the City of Milwaukee.

In PY 2017, 787 program participants earned credentials including diplomas, degrees, industry-recognized certificates, and National Career Readiness Certificates



From left to right: Willie C. Wade, President and CEO, Employ Milwaukee, James Kasombo, TechHire Graduate, Dr. Mike Sitte, Associate Dean IT MATC

“Directly following my time in the program, I got a job as a service desk technical analyst for a company that supports healthcare facilities. Being able to tell my employer during the interview that I had recently completed IT training was a huge help in convincing them I had what it took to join their team.” - James Kasombo

TECHHIRE

The TechHire program, funded by the U.S. Department of Labor, provides accelerated, hands-on, Information Technology training at no cost to participants. Over four years, the program will recruit, train, and place 200 individuals in Information Technology jobs. TechHire’s training has been customized to prepare individuals for careers in occupations such as computer systems analysts, web developers, applications software

developers, systems software developers, and computer user support specialists. Employ Milwaukee has partnered with the Housing Authority of the City of Milwaukee (HACM) to host training at the Milwaukee TechForce Training Center, 1916 N. 4th Street. The Milwaukee Area Technical College and Department of Workforce Development provide instruction and job placement services.



ON AUGUST 1, 2018, the first finance industry Registered Apprenticeship launched at Principal Financial. Employ Milwaukee, working with the Wisconsin Department of Workforce Development, Principal Financial, Equitable Bank and Associated Bank, developed the state’s first Registered Apprenticeship in the financial sector for Financial Services Professional. Registered Apprenticeship is an evidence based workforce training model that combines on-the-job-learning with related theoretical instruction.

REGISTERED APPRENTICESHIP / YOUTH APPRENTICESHIP

REGISTERED APPRENTICESHIP PATHWAYS

Registered Apprenticeship is a key employment and training strategy for Employ Milwaukee as occupation specific programs teach skills and competencies defined by employers and technical college instructors, while allowing apprentices to earn a salary and occupational credential while learning these skills. Employ Milwaukee is expanding Registered Apprenticeship opportunities in Milwaukee County to include nontraditional occupations and new employer sponsors, as well as marketing programs to youth and underserved populations such as women, racial minorities, people with disabilities, veterans, and transitioning service members.

AMERICAN APPRENTICESHIP INITIATIVE

(AAI) The U.S. Department of Labor (DOL) funded AAI program provides funding for pre-apprenticeship training and services designed to prepare individuals to enter and succeed in Registered Apprenticeship programs. The sectors of focus include manufacturing, healthcare, construction, financial services, information technology, and hospitality. Employ Milwaukee is supporting the development of new Registered Apprenticeships in nontraditional occupations such as Pharmacy Technician, Financial Services Professional, Computer Help Desk Support, Data Analyst, and Software Developer and is recruiting employers/sponsors to contract with future apprentices.

WISCONSIN APPRENTICESHIP GROWTH AND ENHANCEMENT STRATEGIES (WAGES)

The Wisconsin Department of Workforce Development (DWD) received grant funds from DOL to build upon Wisconsin's existing apprenticeship infrastructure to serve more job seekers and incumbent workers, especially underrepresented populations including women, people of color, people with disabilities, veterans and transitioning service members. DWD has partnered with Employ Milwaukee to conduct employer outreach and pre-apprenticeship training.

APPRENTICESHIP USA EXPANSION GRANT

DWD received grant funds from DOL and has contracted Employ Milwaukee to partner with WRTP/BIG STEP and the Social Development Commission to conduct recruitment outreach to underserved populations and to develop and deliver Registered Apprenticeship retention strategies and mentorship programs to improve program completion for existing apprentices.

YOUTH APPRENTICESHIP Youth Apprenticeship is a vital strategy in linking high school students with viable career pathways and work-based learning experience through hands-on learning at local businesses. Certified school instructors provide occupational instruction that complements the mentored work experience gained at the workplaces. Employ Milwaukee is proud to receive support from DWD to lead the Milwaukee County Career Plus Youth Apprenticeship Consortium. Employ Milwaukee's consortium steering committee is comprised of employers, educators, and industry professionals who coordinate youth apprenticeship placements and employer recruitment in the West Allis-West Milwaukee School District, the Brown Deer School District, the Wauwatosa School District and the Nicolet Unified School District in Glendale. Employ Milwaukee also supports other local Youth Apprenticeship Consortia as a knowledge resource and gateway to employers to improve the area's success with this proven strategy.



Employers were invited to an event at Employ Milwaukee to learn more about Registered Apprenticeship during National Apprenticeship Week.

REGIONAL COLLABORATION

REGIONAL COLLABORATIVES: As a workforce strategist, collaborator and innovator, Employ Milwaukee is a partner in three regional initiatives expressly focused upon attracting, retaining and developing talent to support southeast Wisconsin's economic sectors and growth strategies.

HERA (HIGHER EDUCATION REGIONAL ALLIANCE)

This collaboration of 18 regional colleges and universities, representing over 175,000 students, will significantly reduce skills and talent gaps in southeast Wisconsin by increasing the employment rates and number of postsecondary graduates. Under the leadership of Chancellors and Presidents, in partnership with economic and workforce development agencies and community organizations, HERA initiatives will increase educational attainment, increase educational program growth/innovation/alignment and better connect employers with graduating and credentialed students. The objective is to continually increase the percentage of individuals in the M7 region with a high quality postsecondary credential in high demand occupations.

M7 REGIONAL TALENT PARTNERSHIP

The region's economy is growing, evolving and innovating simultaneously. The growth sectors that define our region's economic opportunity hunger for innovative and sustainable talent with a constant thirst for more. Economic development and regional prosperity is critically dependent upon developing the talent we need, retaining the talent we have, and attracting the talent we desire. Employ Milwaukee partners with the economic development and educational institutions, business associations and training organizations to define the current and future labor demand for skill sets and credentials and designs talent development and sourcing solutions that benefit employers and job seekers alike.

MKE TECH HUB

Tech talent fuels the economy of southeast Wisconsin with 5,300 technology-based companies producing \$27.4 billion of economic output utilizing over 76,000 workers in 89 different occupations. The regional economic demand for additional technology workers must be fed with an estimated 31,000 replacement workers alone in the next five years due to retirements and career changes. Technology disruptions like Industry 4.0, new market entrants like Foxconn and Amazon, and innovations in advanced manufacturing-healthcare-fintech are driving a continual demand for more technology savvy and skilled workers. Employ Milwaukee partners with the MKE Tech Hub community to apply new apprenticeship models, skill training programs and innovative talent sourcing solutions to retain/attract/develop tech talent for the region's current and future workforce.



TechHire graduating class October 5, 2018.

COMMUNITY RELATIONS

THE MOBILE WORKFORCE CONNECTIONS TEAM RELATIONSHIP BUILDING CONNECTS INDIVIDUALS TO EMPLOYMENT



Mark Phinisee, Community Relations Specialist, assisting a job seeker at The Hub with her resume.

EMPLOY MILWAUKEE'S MOBILE WORKFORCE CONNECTIONS (MWC)

Community Relations Team deploys across Milwaukee County going to where people gather to make educational and intentional connections to the public workforce system. Community Relations Team members canvas communities to connect Milwaukee County job seekers to employment and training opportunities.

The strategy is simple. It begins with relationship building. Meeting people at places where they gather and assessing their interest in learning more about how to connect to the public workforce system. The team provides basic workforce system information, a follow-up contact, and open invitation to learn more. Individuals who are ready to connect are invited to an information session hosted each week at Employ Milwaukee's workforce "HUB". Here they learn more about available services and support through partner organizations, skill development programs, and how to register on Job Center of Wisconsin (jobcenterofwisconsin.com). In some cases, job-ready individuals are provided with employer referrals.

This year, the Mobile Workforce Connections Team has attended 80 community events, making nearly 3,400 organic connections to individuals, moving them closer to employment by providing training and service referrals, registration on JCW, and in some cases a direct connection to employment.



Karen Adams, Outreach Assistant, handing out information to job seekers at The Hub on opening day.

1,258

MWC JOB SEEKER CONNECTIONS

2,122

HUB JOB SEEKER CONNECTIONS

3,380

TOTAL MWC JOB SEEKER CONNECTIONS

AMERICAN JOB CENTER NETWORK



AMERICAN JOB CENTERS (AJC), also known as One-Stop Centers, are designed to provide a full range of assistance to job seekers under one roof. Established under the Workforce Innovation and Opportunity Act of 2014, the Centers offer training referrals, career counseling, resume writing, and employment counseling. Employ Milwaukee oversees four American Job Centers:

AMERICAN JOB CENTERS LOCATED IN MILWAUKEE COUNTY

- 1 JOB CENTER CENTRAL**
4201 NORTH 27TH ST.
4TH FLOOR
MILWAUKEE, WI 53216
414-203-8500
TDD /TYY:711 (WI Relay)
Hours: M/T/R/F 8A.M. – 5P.M.
W 8A.M.–7P.M.
- 2 YMCA SOUTHEAST WI**
1915 NORTH DOCTOR
MARTIN LUTHER KING DR.
MILWAUKEE, WI 53212
414-374-1800
TDD /TYY:711 (WI Relay)
Hours: M-F 8A.M. – 4:30P.M.
- 3 WALKER'S SQUARE
(AMERICA WORKS OF WI)**
816 WEST NATIONAL AVE.
SUITE 400
MILWAUKEE, WI 53204
414-302-2668
TDD /TYY:711 (WI Relay)
Hours: M-F 8A.M. – 5P.M.
- 4 MILWAUKEE SOUTHEAST**
2701 SOUTH CHASE AVE.
MILWAUKEE, WI 53212
414-389-6607
TDD /TYY: 414-389-6697
Hours: M-F 8A.M. – 4:30P.M.

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FINANCIAL STATEMENT

AUDITED FINANCIAL STATEMENTS

FOR THE PERIOD JULY 1, 2017 - JUNE 30, 2018

SUPPORT AND REVENUE	AMOUNT
<i>Government and Service Contracts</i>	\$17,037,549
<i>Contributions</i>	\$1,100,976
<i>Other Revenue</i>	\$802,114
<hr/>	TOTAL REVENUE
	\$18,940,639
EXPENSES	AMOUNT
<i>Program Services:</i>	\$18,178,515
<i>Youth Services</i>	\$6,480,463
<i>Adult Services</i>	\$9,598,383
<i>Dislocated Worker Services</i>	\$1,831,177
<i>Other</i>	\$268,492
<i>Managment and General</i>	\$1,095,783
<hr/>	TOTAL EXPENSES
	\$19,274,298
CHANGE IN UNRESTRICTED NET ASSETS:	(\$333,659)



MISSION STATEMENT

To build a strong workforce development system by planning, coordinating, collaborating, and monitoring workforce initiatives with businesses, partners and community stakeholders at the local, regional, and state level to ensure a skilled and productive workforce for the 21st century.



Deaf, hearing or speech impaired callers, please call Wisconsin Relay number 711. Individuals with disabilities who require accommodations and assistance, including language assistance or translation of the information, should contact Employ Milwaukee's Equal Opportunity Office at (414) 270-1700 at least 48 hours before the event. Employ Milwaukee and Job Service/DWD are Equal Opportunity Employers, Service Providers and A proud partner of the [americanjobcenter](#) network