



## WORKFORCE DEVELOPMENT PROGRAM AGREEMENT QUARTERLY NARRATIVE REPORT

**Grantee Name:** *Employ Milwaukee, Inc.*

**Project Name:** *Greater Arena Project, Park East (TID No. 48)*

**Report Quarter Ending:** **June 30, 2017**

**Date of Submission:** **August 1, 2017**

**Program Contact Information:**

*Name: Anna Mullikin*

*Employ Milwaukee, Inc.*

*2342 N 27<sup>th</sup> Street*

*Milwaukee, WI 53210*

*Phone Number: 414-270-1768*

*Email Address: [anna.mullikin@employmilwaukee.org](mailto:anna.mullikin@employmilwaukee.org)*

---

### **Program Overview**

The Milwaukee Bucks, LLC (Bucks) are constructing a new \$500 million arena, which will open in 2018. The arena is a major civic endeavor that is expected to generate substantially positive economic development in the immediate area, making it the centerpiece of an estimated \$1 billion downtown Milwaukee entertainment district including hotels, restaurants, bars, housing, and retail. The arena and associated development are herein referred to as the “Greater Arena Project”.

During arena planning discussions in 2015, the Bucks, the City of Milwaukee (City), and Employ Milwaukee (formerly the Milwaukee Area Workforce Investment Board) agreed to use the Greater Arena Project to achieve the partners’ mutual goal of promoting equity, diversity, and commitment to the highest standards of workforce development. To operationalize these goals, the City approved a Tax Incremental District (TID) to fund a City-owned Parking Structure, Public Pedestrian Plaza and workforce development-related project activities and the Bucks established a requirement of no less than 40% of the total worker hours expended on the Greater Arena Project construction to be completed by city residents as defined by the City’s Residents Preference Program (RPP). Employ Milwaukee agreed to leverage its position as the federally-mandated Workforce Development Board (WDB) for Milwaukee County to engage its resources, partnerships, and networks to ensure the maintenance of a skilled, qualified, and certified workforce over the course of the project.

The City, Bucks, and Employ Milwaukee entered into a Memorandum of Understanding (MOU) that outlines activities relating to coordination, administration and reporting, workforce development strategies, industry engagement, and community outreach and engagement. Employ Milwaukee will serve as the “Strategic Workforce Organization” (SWO) responsible for the planning, monitoring, reporting, and administration of all programs and investments connected to the Greater Arena Project. Employ Milwaukee will subcontract with the Wisconsin Regional Training Partnership/Building Industry Group Skilled Trades Employment Program (WRTP/BIG STEP).



## WORKFORCE DEVELOPMENT PROGRAM AGREEMENT QUARTERLY NARRATIVE REPORT

### Section A – Summary of Grant Activities for Adult Participants

This period saw the culmination of a training program that led to 100% of its participants starting June 5<sup>th</sup> as employees of Wall-Tech and installing an innovative new kind of dry wall in the Bucks Arena. Further work continued to engage individuals to careers in construction with ongoing recruitment to the BIG STEP program which provides apprenticeship readiness preparation services. WRTP/BIG STEP continued recruitment and intake of individuals who have identified an interest in construction careers. The Director of Construction Initiatives continues to closely work with industries that are providing construction services at the arena (both sub-contractors, unions and their JACs and JATCs) to identify specific skill and employment needs, and develop plans on how to best address these needs. The table below illustrates funding expenditures and remaining balances:

Total Amount of Contract	Actual Spent & Obligated	% of total	Remaining Amount	% of remaining
\$345,000.00	\$83,700	24%	\$261,300	76%

This report, and all resulting data and funds charged against this contract only reflect those individuals who are reported on LCP Tracker for the Arena project only. We know we have participants who have logged hours at the Practice Facility, but we are still in process of gaining access to that specific LCP Tracker database to collect that payroll information.

### Section A.I – Summary of Intake Programs and Efforts

WRTP/BIG STEP hosts various intake sessions that are networked to the public, partners and community based organizations. We have an MOU with 14 community based organizations who meet monthly at WRTP/BIG STEP to discuss outreach efforts, barriers and challenges of their candidates, training opportunities that exist and referral processes to connect their candidates to opportunities in the construction and manufacturing sectors. We helped form and develop a partnership with Central City Church Coalition which has several ministries from the city of Milwaukee and is led by one of our partnered contractors to help assess, counsel and refer qualified candidates for training and/or employment in the construction industry. There are orientations held monthly to streamline program and organizational enrollment such as BIG STEP Apprenticeship Readiness Orientation, General Information Session and Resource Information Sessions. WRTP/BIG STEP also specializes in industry led orientations and recruitments in partnership with contractors, trades, employers, and unions based on workforce needs. Interested candidates contact WRTP/BIG STEP to register for the session and are screened for qualifications based on program eligibility requirements. For this reporting period, 106 individuals participated in orientation and intake which also includes assessment.



## WORKFORCE DEVELOPMENT PROGRAM AGREEMENT QUARTERLY NARRATIVE REPORT

### **Section A.II –Assessment Activities**

WRTP/BIG STEP provides an adult basic education assessment to incoming participants to assess what their needs are to facilitate tutoring and supportive services in order to successfully connect to their career pathway in the industry. Our Apprenticeship Readiness Program is a viable recruitment arm. Those tutoring already meet the basic requirements for the trades, have attended orientation, have been assessed in reading and math skills and are tutoring for specific trades. Inviting these candidates to attend industry recruitments or interview for an entry level training class is another way to offer training to assist them in pursuing their career in the construction sector which will be valuable to an employer or trade.

WRTP/BIG STEP encourages contractors, trades, and unions to screen candidates for all construction training classes. Inviting contractors to WRTP/BIG STEP is a critical factor in the selection process of candidates for class. Candidates are exposed to employers and what the expectations are. Contractors are able to get a glimpse of what the upcoming workforce is composed of and they have input on who is getting trained. They are able to mentor these candidates and can choose to offer career guidance on what trade specifically would be a good fit for the candidate. Individuals are screened for supportive services for their training prior to enrollment into training. If a need is identified, they are referred to other programs that can offer this funding. For this reporting period, 106 individuals were assessed.

### **Section A.III – Workforce Development Services**

WRTP/BIG STEP's Director of Construction is meeting with several of the trades tied to the development of a new apprenticeship program and who are developing new training to address upcoming workforce concerns. The trades across the board are looking to us as the recruitment, assessment, and training arm to help develop their pipeline.

WRTP/BIG STEP's training classes work in partnership with labor and management and are a great front-end exposure for individuals to gain experience in the culture of the construction sector. Training participants receive certifications and adhere to an attendance policy that allows those that successfully complete to be job ready candidates.

### **Screening and Enrollment**

WRTP/BIG STEP staff screens and identifies participants who are in need of supportive services to offset the cost of their training and provide additional services as needed once they are connected to their career in the construction industry. For this reporting period, 102 individuals were provided with workforce development services and which includes the 12 participants featured in the Success Story at the end of this report.

Work Readiness activities for the 102 included:



## WORKFORCE DEVELOPMENT PROGRAM AGREEMENT QUARTERLY NARRATIVE REPORT

Key educational elements and participation include:

- The Multi Craft Core Curriculum (MC3) elements and equivalent trade-focused training for the Carpenter's trade provided a gateway to industry skills. To assure contractor and industry needs were met in the shortened period, a specialized curriculum was developed for this class emphasizing the specific skill set for subcontractor and trade specific needs. Twelve individuals gained instruction utilizing the MC3 curriculum.
- The BIG STEP Apprenticeship Readiness Program is on average, a 12-week program that provides students interested in building trades and a construction apprenticeship with an opportunity to participate in a rigorous curriculum that will prepare them for the Apprenticeships in the Skilled Trades. During this reporting period, fifteen students participated in this self-paced, individualized instructional program.
- Entry Level Construction Skills Training (ELCS) provides students with an introduction to the construction industry prior to entering an apprenticeship. Through classroom and hands on training, the successful graduate will obtain a variety of employer-identified competencies as deemed necessary by the industry - Twelve individuals participated in an ELCS class.
- RPP/COIN- The Residential Preference Program (RPP) helps City of Milwaukee residents gain access to employment opportunities related to various publicly-financed construction projects within the City of Milwaukee. For this period, 134 individuals gained RPP certification. Milwaukee Public Schools (MPS) helps individuals from the community gain access to employment opportunities on MPS building projects through its COIN program. Employers must hire a percentage of individuals who are COIN certified to perform work on these projects. WRTP/BIG STEP assists in this certification process. For this reporting period, 29 individuals gained COIN certification.

### Section A.IV – Employment Connections

WRTP/BIG STEP performed the following in support and development of both the adult and youth programming of the Arena project:

- Partnered with Milwaukee Building Construction Trades Council, JAC/JATC's, unions and their employers to help build the pipeline to meet their workforce needs.
- Helped form and develop a partnership with Central City Church Coalition that have several ministries from the city of Milwaukee and led by one of our partnered contractors to help assess, counsel and refer qualified candidates for training and/or employment in the construction industry.
- Worked with Wall-Tech, a contractor on the Bucks Arena and the Carpenters on discussing and developing training to help meet upcoming workforce needs, specific to RPP. Tracey Griffith, the Director of Construction at WRTP/BIG STEP mediated conversations between the union, training center, and the contractor to coordinate recruitments and the Entry Level Construction Skills training class (ELCS).



## WORKFORCE DEVELOPMENT PROGRAM AGREEMENT QUARTERLY NARRATIVE REPORT

The recruitments with Wall-Tech, WRTP/BIG STEP and the North Central State Regional Council of Carpenters led to 12 candidates enrolling into a 2-week entry level hands-on Carpenter's training, while facilitating portions of the training at the Carpenters' training center, First Aid and CPR, and OSHA 30. All 12 candidates that completed the training were offered first year apprenticeships with Wall-Tech culminating on their first day on the job which was June 5, 2017. This class showcased the benefits in partnerships with labor and management with WRTP/BIG STEP, Wall-Tech and North Central State Regional Council of Carpenters.

### **Section A.V – Employment Retention**

WRTP/BIG STEP does weekly and monthly outreach to participants that have been provided community certification and/or training services to offer support or re-engagement if needed, track their trade status and connection to the pipeline, and if they have obtained employment.

With WRTP/BIG STEP being the certifying agency for community certifications such as Residential Preference Program (RPP) and Communities in Need (COIN), it allows WRTP/BIG STEP to assist in meeting workforce needs with qualified candidates that have either gone through our apprenticeship readiness program, construction training curriculum, or certification process. These community certifications require contractors to meet specific workforce needs filled by certified candidates. With contractors continually being in touch with WRTP/BIG STEP, it allows us as an organization to maintain communication about where the workforce needs are, what we can do to meet them, as well as maintaining record of our qualified candidates in the industry. For this reporting period, we have 119 verified placements (from LCP Tracker for the Arena project only, does not include Practice Facility or other Bucks construction). We also have 48 participants who achieved 45-day retention.

### **Section A.VI – Average Wages**

The average wage for individuals placed during this reporting period was **\$ 25.68** per hour.

### **Section B – Summary of Activities for Student Participants**

#### **Section B.I – High School Students**

WRTP/BIG STEP in partnership with Employ Milwaukee, MATC, MPS and the Milwaukee Bucks started a class in June with 26 MPS youth participants in the MC3 curriculum. All students were enrolled in SkillsSmart. Students were taught utilizing the MC3 curriculum and also provided opportunities to again OSHA10 certification and First Aid/ CPR certification. The participants in the class are Sophomores, Juniors and Seniors recruited from City of Milwaukee Public Schools and Employ Milwaukee's Earn and Learn Program. There will be events where they will have the opportunity to go on job site visits at the Bucks arena and have industry guest speakers present to them in the classroom. Highlights of the benefits provided to youth participating in WRTP/BIG STEP programming include:

- Multi Craft Core Curriculum (MC3)
- MATC College Credits



## WORKFORCE DEVELOPMENT PROGRAM AGREEMENT QUARTERLY NARRATIVE REPORT

- BIG STEP Apprenticeship Readiness Program
- Construction Career Week
- COIN/MPS Training

### Section B.II – Post-Secondary Students

During this program period, planning with MATC occurred to provide the class in the Fall of 2017. Outreach and recruitment activities have also started and continue through this quarter.

### Section C – Status Update on Co-Enrollment and Leveraged Funding

WRTP/BIG STEP'S procedure is to provide services and training with no cost to its participants. Due to the skilled and technical nature of this training, average training for construction can average \$3,000 per participant and can include funding for work boots and other personal protective equipment. Because of this, individuals who sign up for services and training at WRTP/BIG STEP are assessed for the best fit of a wide range of funding sources to meet both the participants' needs as well as their qualification for the various funding sources. For this project, funding was provided from ResCare FSET, BIG STEP Industry funds and other private/ philanthropic funds acquired by WRTP/BIG STEP.

### Section D – Best Practices and Success Stories

A recent class, the content the participants learn and their immediate engagement as Carpenter Registered Apprentices working for Wall-Tech and using their newfound skills on the Bucks Arena illustrates best practice in partnership, meeting industry needs, and linking Milwaukee City residents to careers in construction. The program is rooted in the partnership between Wall-Tech, one of contractors working on the Bucks Arena, and the North Central States Regional Council of Carpenters who are providing workforce for the development. Other partners who made the training happen included: WRTP/BIG STEP, in partnership with the following organizations, provided this focused and intensive training; Milwaukee Bucks, Employ Milwaukee, ResCare and additional private foundations, along with local, state and federal resources all of who provided resources to help support this training. The need for more skilled carpenters is driven by the growth in local construction and specifically the rapid boom in Downtown Milwaukee. This training was led by the need to provide training in a new construction technology being utilized at the arena. WRTP/BIG STEP developed the curriculum and worked with industry instructors to assure the graduates would perform day-one on the job and would be proud of starting their careers as Apprentice Carpenters and building a local monument.

“Wall-Tech is proud to be partnering with WRTP/BIG STEP in recruiting qualified candidates for apprenticeships in the construction trades,” said Pete Braun, President of Wall-Tech. “We do more than provide jobs and construct buildings – we help build careers. As an employee ownership-driven company, we take great pride in our work and look forward to adding to our employee family.”



## WORKFORCE DEVELOPMENT PROGRAM AGREEMENT QUARTERLY NARRATIVE REPORT

Highlighting the importance of these partnerships and the results, twelve soon to be graduates of this construction apprenticeship program were congratulated by Mayor Tom Barrett on Thursday, May 25. **Twelve took the class and twelve became Apprentice Carpenters at the end of the class and started working at the Bucks arena that following Monday.**

### Section E – Additional Information, if applicable



Wall-Tech students, Mayor Barrett, Milwaukee Bucks Representative, Alicia Dupies, Dan Bukiewicz (Milwaukee Building Trades Council President), Pete Braun, President Wall-Tech, and Willy Wade, VP Employ Milwaukee, and representatives from the North Central States Regional Council of Carpenters celebrate the student's accomplishments.

Name and Title of Grantee and Certifying Official:

Earl Buford, President and CEO

Email Address:

Earl.buford@employmilwaukee.org

Phone Number:

414.270.1708