

To: Aaron Szopinski, Office of the Mayor

From: Andrew Simons, Compete Milwaukee Coordinator

Date: October 27, 2017

Re: Follow-up from 2017 Finance and Personnel Committee Budget Hearing meeting related to Compete Milwaukee programming.

### 1. Date of inception?

Common Council File Number 131797 approved the first transitional jobs (TJ) opportunities and street maintenance activities. The first transitional job participants started in DPW – Street Maintenance on 5/12/2014.

Approximately 184,000 hours of supplemental services have been provided to City taxpayers through dignity based TJ work experiences for individuals with barriers to employment.

### 2. How many have participated?

A total of 366 individuals have participated in Compete Milwaukee programming since 2014 as shown in Table 1.

**Table1**

<b>TJ Programs - Years</b>	<b>TMJ TJ - (UMOS) 6 Month</b>	<b>Accelerated TJ - (Employ MKE) 3 Month</b>	<b>Milwaukee Police Ambassadors</b>	<b>Pipeline to Promise</b>	<b>TOTAL</b>
2014	73	5	N/A	N/A	78
2015	69	27	17	N/A	113
2016	46	21	15	35	117
2017	38	N/A	20	N/A	58
<b>TOTAL</b>	<b>226</b>	<b>53</b>	<b>52</b>	<b>35</b>	<b>366</b>

This total does not include Compete Milwaukee Builds, 2016 Urban Landscape Training Initiative (Dombrowski), as both programs were extended to former adult TJ program participants.

### 3. How many have been placed with permanent jobs?

One metric to evaluate program outcomes is unsubsidized employment gained by TJ participants.

85% of the 2015-2016 UMOS and Employ Milwaukee TJ participants gained unsubsidized employment, as shown in Table 2, following their adult TJ work experience.

**Table 2**

<b>UMOS &amp; Employ Milwaukee TJ Participants</b>	<b>2015</b>	<b>2016</b>	<b>Total</b>
TJ Program - 6 & 3 Month	96	67	163
Reported Verified Wages Earned	1,329,874	496,254	1,826,128

Over \$1.8million dollars of wages are potentially following into City neighborhoods as a result of post-subsidized employment earnings. The City of Milwaukee, specifically the Department of Public Works, is the top employer.

The Milwaukee Police Ambassador program has a 100% post-program employment or education rate for 2015-2016 program years. See Table 3 for a summary of Ambassadors post-subsidized work experience outcomes.

**Table3**

<b>MPD Participants - Two Way Mentorship</b>	<b>2015</b>	<b>2016</b>	<b>Total</b>
Milwaukee Police Ambassadors	17	15	32
% Gaining Unsubsidized Employment and/or Post-Secondary Enrollment	100%	100%	100%

**4. How many have been placed with permanent jobs within the city?**

As of October 2017, a total of 24 adult TJ program participants from 2014-2017 have gained permanent City employment through the civil service hiring process. In addition, 5 Milwaukee Police Ambassadors gained permanent employment in Community Service Officer positions. Table 4 shows total permanent jobs with the City of Milwaukee.

**Table 4**

<b>City Permanent Hires (Civil Service - By Year)</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>
DPW - City Laborer	13	3	6
DPW - Eng Draft Tech I	N/A	1	
DPW - Office Assistant II	0	0	1
MPD - Community Service Officers	N/A	4	1

Some former TJ participants have also been hired through temporary and provisional appointments in the Department of Public Works, Port Milwaukee and Housing Authority of the City of Milwaukee.

DPW and other City departments are currently reviewing available 2018 adult TJ work site placements to align meaningful work experiences with forecasted vacancies. This may include adding clerical, as well as other placements.

**5. How much money has been spent on compete since inception?**

Transitional jobs funding has leveraged almost \$1.7 million dollars in Wisconsin Department of Children and Families (DCF) Temporary Assistance for Needy Families (TANF) compared to the City’s \$219,000 investment. See Table 5 for a breakdown of all funding sources. All TJ funds are used to pay wages and benefits for TJ participants.

**Table 5**

TJ - Program Year	TJ Placements - UMOS, Employ	City Funds	CDBG	TANF (Federal & State Funds)	Total
2014	78	77,728	114,497	334,275	526,500
2015	96	141,334	259,063	766,810	1,167,207
2016	67	0	286,586	459,735	746,321
2017 - As of 9/2017	38	0	39,842	120,754	160,596
<b>Total</b>	<b>279</b>	<b>219,062</b>	<b>699,988</b>	<b>1,681,574</b>	<b>2,600,624</b>

In 2015, the Compete Milwaukee strategy was implemented and as a result new programs and initiatives were added, including the Milwaukee Police Ambassadors program. Table 6 shows Milwaukee Police Ambassador funding sources by program year.

**Table 6**

MPD Program Year	Ambassador Placements	City Funds	CDBG	Total
2015	17	91,434	57,855	149,289
2016	15	93,979	57,855	151,834
2017*	20	166,000	0	166,000
<b>Total</b>	<b>52</b>	<b>351,413</b>	<b>115,710</b>	<b>467,123</b>

Compete Milwaukee programming in 2015-2016 was expanded upon based on successful outcomes. Partnerships and various strategies were implemented to comprehensively support workforce development initiatives. Table 7 provides a list of all programs and services, as well as funding sources for 2015-2017

**Table 7**

<b>Compete Milwaukee - Programs and Workforce Development Services</b>	<b>Funding Year</b>	<b>City Funds</b>	<b>CDBG</b>	<b>Total</b>
Jobs Scan and Program Evaluation	2015	75,000		75,000
DCD Property Inspection Contract	2015	64,409		64,409
Compete Milwaukee Liaison	2015	10,000	65,000	75,000
Career Pathways Training-WRTP	2015	100,000		100,000
Summer Jobs for Adults Initiative	2016	146,000		146,000
DCD Builds	2016	59,179		59,179
MPS Career Plus Coordinators*	2016	119,835		119,835
Career Pathways Training-WRTP	2016		91,750	91,750
Compete Milwaukee Liaison	2016	43,744	30,000	73,744
Employ Milwaukee Liaison Services	2017		97,106	97,106
Career Pathways Training - WRTP	2017		88,250	88,250
<b>Total</b>	-	618,167	372,106	990,273

Note that City departments absorb programming costs associated with pre-placement testing, supplies, etc. and as a result those costs are not included in actual Compete Milwaukee program costs.

**6. And please explain the funding mechanism for competes operation?**

Compete Milwaukee programming has successfully leveraged, blended and braided funding, while collaborating with federal and state governments and community partners to provide meaningful workforce development efforts for Milwaukeeans.

Operations have maintained limited administration costs and most program funds go directly into program participant’s pockets in the form of wages.

Table 8 includes 2018 CDBG allocated funds for TJ public and private sector TJ placements and City funding for Milwaukee Police Ambassadors. The 2018 cost per participant is \$7,705.

**Table 8**

<b>2018 Compete Milwaukee Programming</b>	<b>Placements</b>	<b>City Funds</b>	<b>Allocated 2018 CDBG Funds*</b>	<b>Total</b>
<b>Adult TJ - DPW, DNS &amp; Port [UMOS]</b>	35	0	229,356	229,356
<b>Milwaukee Police Ambassadors</b>	20	200,000		200,000
<b>Young Adult - Contractors [Employ OSY]</b>	15	0	109,644	109,644
<b>Total</b>	70	200,000	339,000	539,000