



# WORKFORCE PLANNING & CONNECTIONS

CCFN 161640 / 170570

JULY 25, 2017 – PUBLIC WORKS COMMITTEE



# CONTEXT

- The City of Milwaukee continues to be a leader in neighborhood stabilization and infrastructure investment
- Solution to metro's concentrated poverty has to focus on employment and advancement for Milwaukee residents
- Workforce system locally shows results, but still spread across organizations – difficult to track individual results
- Employment programs work best when they are focused, consistent, and provide meaningful pathway to better employment

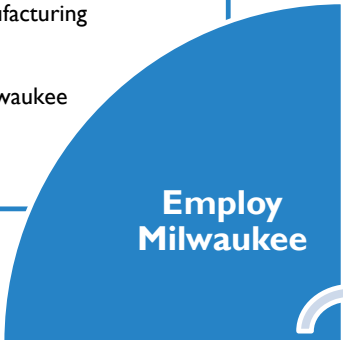
# GOAL

- CCFN 161640: Plan connected workforce efforts around 3 city programs:
  - Residential rehabilitation
  - Deconstruction & demolition
  - Lead service line replacement
- Identify challenges & opportunities
- Be **intentional** and **creative** in devising workforce connections to projects and city employment
- City-sponsored workforce opportunities
  - Based in dignity and respect
  - Connected to “next steps” and path for workers
  - Support city projects & goals

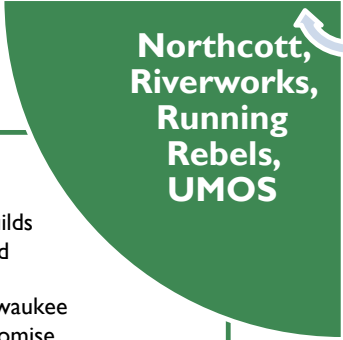
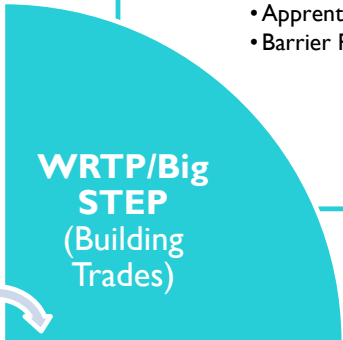
# PARTNERSHIPS ARE CRITICAL CITY HAS TO COLLABORATE



- WIOA Title I
- Mayor's Manufacturing Partnership
- TechHire
- Compete Milwaukee



- RPP Certification
- Apprenticeship
- Barrier Reduction/Skills



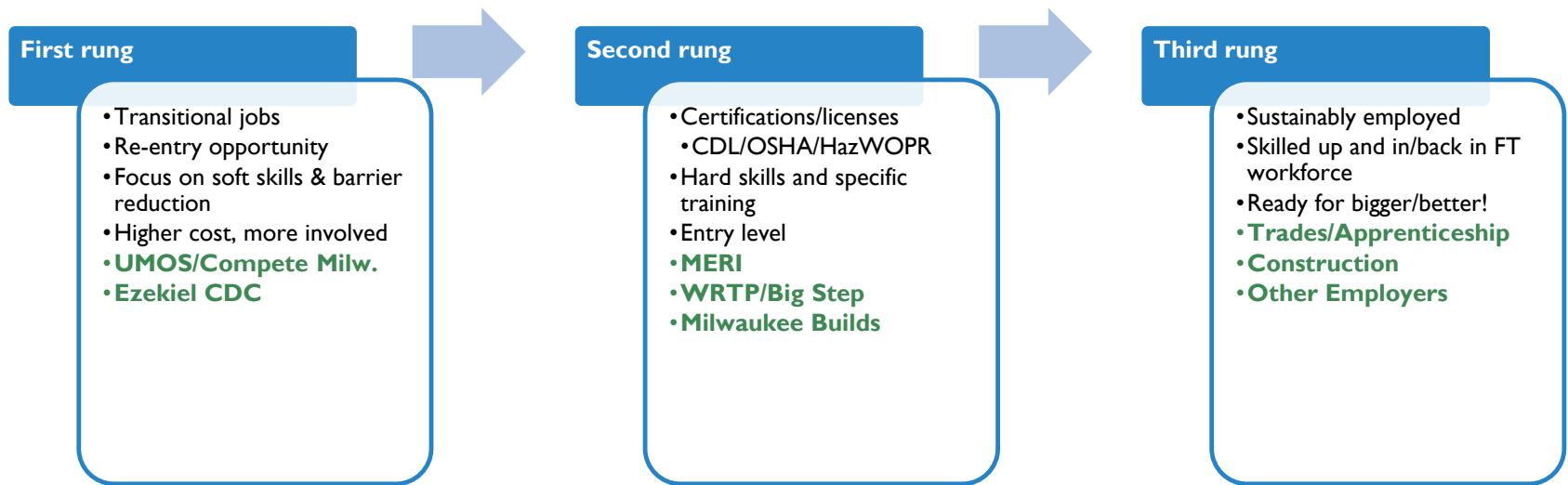
- Milwaukee Builds
- Neighborhood Ambassadors
- Compete Milwaukee
- Pipeline to Promise



- CDBG Funding
- Properties & contracts



# OPPORTUNITY LADDER



# HOUSING REHABILITATION PROGRAMS

- Three strategies involving workforce utilization
  - Inclusion of RPP requirements in development agreements for TID-supported housing projects
  - Inclusion of RPP requirements in contracting for renovation services at City-owned properties
  - Milwaukee Employment/Renovation Initiative

# TID DEVELOPMENT AGREEMENTS

- Garfield/Griot development
  - \$1.435 TID investment
  - 40% RPP worker hours required



- Welford Sanders Lofts
  - \$1.2 million TID investment
  - 40% RPP worker hours required



# RENOVATION CONTRACTING

## Since programs began

- Rehab to rent initiative – 44% RPP hours
- Tenant Transition to Ownership – 83% RPP hours
- Housing Infrastructure Preservation Fund – 64% RPP hours





# MILWAUKEE EMPLOYMENT/RENOVATION INITIATIVE

- 100 houses to be sold and renovated
- Maximum grant: \$10,000/property
- Contractors must employ targeted individuals for at least 500 hours to gain maximum grant
- Grant reduced for fewer hours of work



# DECONSTRUCTION

- **26 primary buildings deconstructed since 2015**
- 2 new contractors entering business
- Connected to Milwaukee Builds, Ezekiel CDC and Northcott
- Since 2015: 12,626 RPP hours (87% RPP)



# DEMOLITION / DECONSTRUCTION

- **DNS Construction Gateway**
- 6 Compete Milwaukee alumni
- Environmental/hazardous material training building on Compete Milwaukee skills
- Partner w/ contractors (SA Herbst & KPH Construction)
- Results TBD – starts 2017

# LEAD SERVICE LINES & WATER MAINS

- Workers employed 100% by contractors, hired from trades (laborers/operators)
- RPP @ 40% on all contracts
- Entry level apprentice programs through trades
- **Strategies:**
  - Connect to Local 113/139 training programs
  - Larger contracts (100+ LSLs) to require targeted ZIP code RPP
  - Work to grow contractor capacity
  - Continue hire of new MWW employees from contractors

