

# City Department's Utilization of DCMKE Status as of November 30<sup>th</sup> 2018

---

*DCMKE's Engagement Strategy with City Departments includes face to face and online outreach to communicate the benefits of DCMKE aimed at:*

1. Creating awareness about DCMKE benefits for city job seekers (*referred to as Members or Users*) by driving traffic to DCMKE website using:

- ⌚ City e-notify aldermanic districts and DCMKE categories

- ⌚ Our DCMKE Facebook Page

2. Inviting targeted City Departments to become Phase I DCMKE Administrators. Administrators must be trained in the use of the platform. Depending on Departmental protocol, an Administrator can:

- ⌚ **Under Basic Membership Access:**

- 🔑 View Opportunities posted within the DCMKE Network

- 🔑 Permission to send opportunities to other DCMKE network partners

- ⌚ **Under Content Administration Access:**

- 🔑 Post and approve content including approving Mentions, Opportunities and Recommendations.

- 🔑 Manage replies by accepting "interested" responses made on opportunities by a Job seeker.

- ⌚ **Under Member Administration Access:**

- 🔑 Edit Members by changing other member permissions and adding new members via campaigns

- 🔑 Add new members where a network has conditional enrollments

- 🔑 Edit Network rules by changing conditions of network enrollment

- 🔑 Access Vault Data by requesting access to this PII data for purposes of customizing job seekers workforce needs.

# City Department's Utilization of DCMKE Status as of November 30<sup>th</sup> 2018

---

The table on page 3 summarizes the status of each City Department's efforts in utilizing DCMKE Platform. DCMKE creates a cadence of **training, goal setting** and **qualitative feedback** for all its members including City staff. Goal setting and qualitative feedback is conducted during **informal site visits**. We reach out to city departments for Informal site visits which regularly occur a month to six weeks after an Administrator is trained:

- ⌚ **Training:** Administrators must be trained for 2-4 hours. Duration depends on the level of interactivity and participants' skill-set and comfort in using social media.
- ⌚ **Goal Setting:** City departments are encouraged to create fluid and realistic goals for our monthly reporting. This helps us identify how our members are utilizing the platform. We encourage our DCMKE members to identify where their **ideal** and **realistic** number stands for each of the following goals.
  - 🔑 Number of People who have joined their Network on DCMKE.
  - 🔑 Total Number of Opportunities they've posted on DCMKE.
  - 🔑 Percentage of Users who have connected to their Network; meaning - they have visited in last 30 days at least.

**Informal Site Visits:** A two page closed survey asks City DCMKE members to respond to questions related to their core service provision and which of these are posted on DCMKE:

What service opportunities do you provide and post on DCMKE?	Offered	Posted on DCMKE
Internships, pre-apprenticeships or apprenticeships	<input type="checkbox"/>	<input type="checkbox"/>
Subsidized work experience	<input type="checkbox"/>	<input type="checkbox"/>
Unsubsidized employment	<input type="checkbox"/>	<input type="checkbox"/>
Volunteering	<input type="checkbox"/>	<input type="checkbox"/>
Career fairs and other general events	<input type="checkbox"/>	<input type="checkbox"/>
Job training and education opportunities	<input type="checkbox"/>	<input type="checkbox"/>
Mentorship & career shadowing	<input type="checkbox"/>	<input type="checkbox"/>
Career Exploration	<input type="checkbox"/>	<input type="checkbox"/>
Re-entry services	<input type="checkbox"/>	<input type="checkbox"/>
Supportive Services and referrals	<input type="checkbox"/>	<input type="checkbox"/>
Vocational Rehabilitation & training	<input type="checkbox"/>	<input type="checkbox"/>

# City Department's Utilization of DCMKE Status as of November 30<sup>th</sup> 2018

Which activities do you conduct to help individuals find and secure employment?	Offered	Posted on DCMKE
Outreach	<input type="checkbox"/>	<input type="checkbox"/>
Verifies eligibility	<input type="checkbox"/>	<input type="checkbox"/>
Career & strength assessments	<input type="checkbox"/>	<input type="checkbox"/>
Enrolls into programs	<input type="checkbox"/>	<input type="checkbox"/>
unsubsidized job placement & retention	<input type="checkbox"/>	<input type="checkbox"/>
Referrals to external services	<input type="checkbox"/>	<input type="checkbox"/>
Internship placements	<input type="checkbox"/>	<input type="checkbox"/>
Career mediation & advocacy	<input type="checkbox"/>	<input type="checkbox"/>
Periodic follow-up	<input type="checkbox"/>	<input type="checkbox"/>

Respondents are also requested to provide additional comments on their DCMKE experience.

**Table 1: Activities Conducted with City Departments**

DCMKE City Administrators Phase I Members	Survey Responses and/or Site Visits as of Nov 30 2018	Upcoming Training	Upcoming Site Visits
<b>DER</b>   8 Admins   18 Users   8 Opportunities	<b>HACM</b> Site Visit & Survey Response <b>11/29</b>	<b>HACM</b>   1 additional staff - <b>1/11/19</b>	<b>MPD</b>   <b>12/7 &amp; 12/20</b>
<b>DPW/Compete Milwaukee</b>   1 Admin   8 Users   8 Opportunities		<b>MPD</b>   1 additional staff - <b>1/11/19</b>	<b>DPW CM</b>   <b>12/4</b>
<b>HACM</b>   9 Admins   28 Users   2 Opportunities		<b>DNS</b>   2 Staff - <b>1/11/19</b>	
<b>MFP</b>   1 Admin   13 Users   0 Opportunities		<b>MFP</b>   1 Additional staff <b>1/11/19</b>	
<b>MPD</b>   1 Admin   12 Users   2 Opportunities		<b>ALL CITY HR STAFF</b>   Date TBD	
<b>MPL</b>   3 Admins   10 Users   4 Opportunities			

**Note:** Total Number of DCMKE Organizations reached for survey responses: 27

**Incidence Rate: 57%**

# City Department's Utilization of DCMKE Status as of November 30<sup>th</sup> 2018

---

**DCMKE is in Phase I of its Development.** With additional operational and fiscal support needed by Spring of 2019; Yolobe Inc. and DCMKE will be able to expand its platform to include an additional 10 organizations along with inviting corporations to independently post their job opportunities.

Happily, some of the City Departments are Member of Phase 1 as indicated below:

DER | DPW/CM | HACM | MPL | MPD

Other city departments will be added in Phase II expansion expected to go live in the latter half of the Summer of 2019.

## *In Summary*

**DER:** Eight DER staff became DCMKE Administrators on November 15<sup>th</sup> 2018. DER is active in collaborating with OWD as follows:

- ⌚ Coordinating DCMKE training for all HR staff at the City of Milwaukee
- ⌚ Classification of the Diversity Recruiter to include this function's effort in DCMKE promotion, intake, enrollment and city placement.
- ⌚ Collaborating on creating an apprenticeship pipeline for DPW in partnership with MATC
- ⌚ Collaborated on the Rotunda Job Fair

**Health Department:** Bernadette met Commissioner Kowalik at the Housing Fair in November and will follow up with a DCMKE meeting.

- ⌚ The Health Department serves the same target population DCMKE serves. Collaborating with Nurses on home visits and staff from OVP to promote DCMKE is crucial.
  - 🗨️ Bernadette met with Reggie Moore and provided a synopsis of DCMKE benefits
- ⌚ OVP staff have been invited to DCMKE training but haven't had an opportunity to attend.

# City Department's Utilization of DCMKE Status as of November 30<sup>th</sup> 2018

---

**DNS:** DNS serves DCMKE's target population through house inspections, responding to property complaints, occupancy and permit activities among others..

- ⌚ DNS is active in empowering DCMKE target residents (foster care population)
- ⌚ Also collaborates with DCMKE on job fairs.
- ⌚ Pepita Johnson and Stephanie Semarippa have requested to become DCMKE Administrators and will be trained in January 2019

**MFP:** MFP reaches DCMKE's target population with their MFD & MPD cadet recruitment.

- ⌚ OWD is scheduling a meeting with LaKeisher Butler and Clifton Crump to discuss DCMKE benefits. OWD has:
  - 👤 Created a network for MFP when David Gelting was trained
  - 👤 Posted opportunities on MFP's behalf
  - 👤 Invited staff for training. David Gelting is a DCMKE Administrator but we then learned he won't be our point person. Clifton Crump & Kisha Buford have tentatively accepted to attend training in January 2019

**CDGA:** OWD will be applying for reprogramming funding to support operational activities in 2019.

- ⌚ In addition CDGA funds NSP Providers and Promise Zone Partners who already partner with OWD.
- ⌚ CDGA can be better involved in promoting DCMKE through simple mentions and endorsement of a seamless integration of our efforts.

**MFD:** Bernadette had an exploratory meeting with Assistant Chief Gerard Washington who was interested in learning how the office can promote MFD community activities.

- ⌚ We will extend an invitation to MFD to become a network in Phase II of 2019