



Section 3 Review & Implementation Plan Overview

Section 3 Improvements In Place



- **Better understanding of rules by contractors:** HACM approved a new Section 3 Plan in January, 2015, and improved forms that will be part of each and every contract. No contract will be signed unless there is an approved Section 3 Action Plan by the contractor, approved by the HACM Section 3 Coordinator.

- **Section 3 Resident Registry:** In August 2015, HACM developed a Section 3 resident registry to enable low income individuals and public housing residents self-certify as Section 3, and to list their job skills.

Section3Registry.hacm.org

The Housing Authority of the City of Milwaukee's Section 3 program was created for the purpose of linking public housing residents, holders of Housing Choice Vouchers (Section 8 rent assistance), and other low income persons from the metropolitan area with employment and training opportunities. When using HUD funds that are subject to Section 3 regulations and when there is a need to hire from the Housing Authority of the City of Milwaukee (HACM), and its contractors and subcontractors will make every effort within their disposal and to the greatest extent feasible to hire Section 3 residents (public housing residents, holders of Housing Choice Vouchers and other low income persons from the metropolitan area). By self-certifying your information as a Section 3 resident on this site, low income individuals can provide potential employers with your qualifications and contact information. In the future, the system will be updated to allow you to search job listings as well.

Sign In **Register as New User** **Search Jobs**

Please note that this information has been submitted and self-certified by Section 3 residents and HACM does not verify the resident's information. It is important to note that all persons are self-certifying their eligibility under Section 3 to HACM and to HUD and that severe civil and/or criminal penalties may apply for false certifications.

- **Section 3 Business Registry:** Use of the Office of Small Business Development database to include self-certification of Section 3 businesses.

Section 3 Improvements In Place



- **Section 3 Coordinator & Case Managers:** Acts as liaison to help link interested/qualified residents to jobs with contractors. Under Choice, there will also be case managers working with Westlawn residents to assist them with employment, education and training needs. Finally, due to the size of the construction project, HACM will also hire a separate organization to help monitor Section 3 for Westlawn.
- **Training:** In 2015, HACM implemented a YouthBuild training program. To date, 9 individuals (PH and Section 8) passed the Homebuilders Institute Pre-Apprenticeship Certificate Training (HBI PACT) and by July 2016, 21 individuals will have been trained. Other low income individuals are being trained in the Northcott and MCC YouthBuild programs.
- **Monitoring:** Using software (LCPTracker) to track payroll reports, including looking at unreported new hires.
- **Additional Outreach:** HACM has been conducting efforts to recruit residents to apply for jobs and register with the Section 3 Registry, including a 9/9/15 job fair.

Section 3 Goals



Minimum numerical Section 3 goals

- 30% Section 3 new hires
- 3% of professional services/non-construction contracts to Section 3 business concerns
- 10% of construction contracts to Section 3 business concerns

Hiring & Contracting 10/2013 to 3/2015

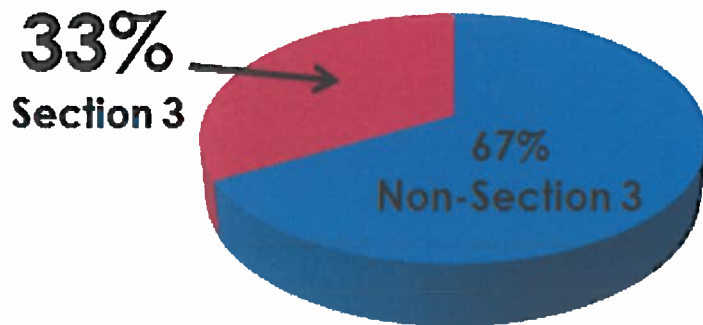


Section 3 Contracting

(10/1/2013 to 3/31/2015)

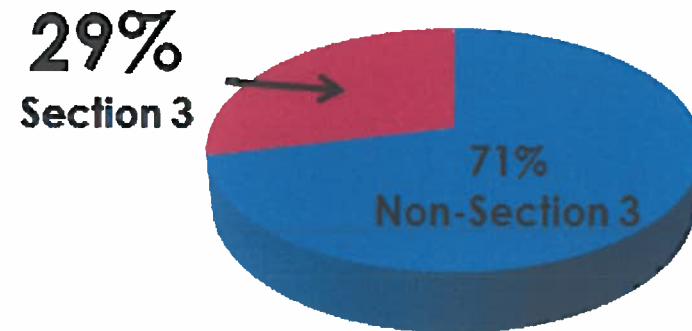
Building Trades (\$2,546,491)

Section 3 goal of 10%



Other Services (\$5,543,705)

Section 3 goal of 3%

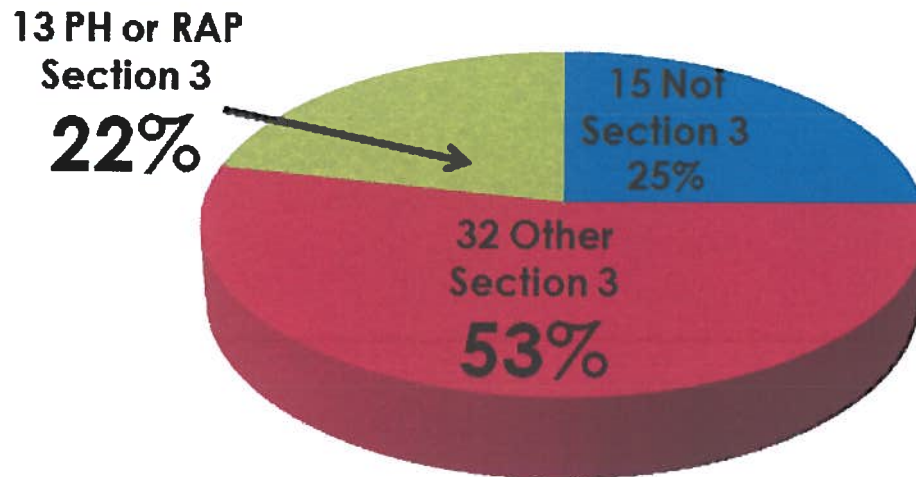


Hiring & Contracting 10/2013 to 3/2015



Section 3 New Hires (60 total)

(10/1/13 to 3/31/15)



75%

Section 3 New Hires
Goal of 30%

Data from Westlawn Gardens Phase 1



81 of 326 new hires

were Section 3 individuals
25% vs. 30% goal
No public housing residents hired

74%

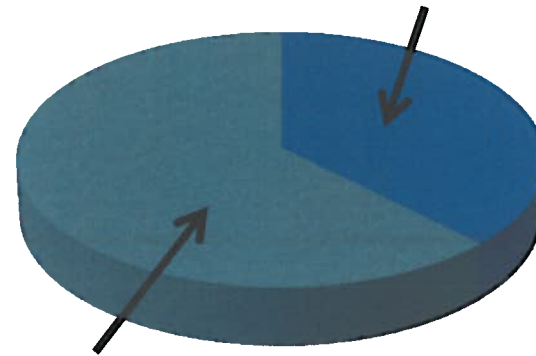
of the Section 3 new hires lived
in the City of Milwaukee

23%

lived in 53218 and immediately
surrounding zip codes around
Westlawn

**Section 3 individuals
worked 37.5% of the total
hours of all new hires**

Section 3 (25% of new hire workforce)
40,163 hours (37.5% of work)



Non-Section 3 (75% of new hire workforce)
66,978 hours (62.5% of work)

Data from Westlawn Gardens Phase 1



Section 3 Contracting

Construction contracts
17.6% (10% goal)

Professional service contracts
(architecture, engineering, construction management)

0% (3% goal)

While not related to Section 3, HACM's Emerging Business Enterprise (EBE) Program produced results in excess of HACM's goal.

**EBE (MBE/WBE/DBE)
Participation
25% Goal**

38%
of professional service contracts and
43%
of construction service contracts
were awarded to EBEs.