



WORKFORCE DEVELOPMENT PROGRAM AGREEMENT NARRATIVE REPORT

Grantee Name: *Employ Milwaukee, Inc.*

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

Report Quarter Ending: **December 31, 2017**

Date of Submission: **April 26, 2018**

Program Contact Information:

Name: Pete Coffaro

Employ Milwaukee, Inc.

2342 N 27th Street

Milwaukee, WI 53210

Phone Number: 414-270-1715

Email Address: peter.coffaro@employmilwaukee.org

Summary of Grant Activities for Adult Participants

The table below illustrates funding expenditures and remaining balances. In addition, is a high-level summary of program activities and outcomes of those activities for this reporting period:

Total Amount of Contract	Actual Spent	% of total	Remaining Amount	% of contract complete
\$345,000.00	\$231,150.00	67%	\$113,850.00	39.5%

Program Outcome	10/1/2017-12/31/2017 Reporting Period	Cumulative Reporting
Program Participants Assessed	125	1425
Prog. Part. provided with Workforce Dev. Services	34	272
Prog. Part. receiving vouchered trainings	24	85
Post-Sec. & MSP Students participating in MC3	11 (Post-Secondary only this quarter)	36
Prog. Part. connected to employment	32	285
Average wage of Prog. Part. achieving placement	\$26.75	

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 and parking structure projects. Data reported here reflects Employ Milwaukee’s ETO data as summarized in the Buck’s Arena Scorecard and pulled on 12/31/2017.



WORKFORCE DEVELOPMENT PROGRAM AGREEMENT NARRATIVE REPORT

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. 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 and requirements. In summary, for this quarter, 217 signed up for events and 123 individuals attended.

Assessment Activities

For this reporting period, 125 individuals were assessed for enrollment into construction training services which is a primary working step which could result in various construction site projects for the Bucks Arena.

Employment Connections

Placements are the result of having working relationships with the industry and trust that the candidates being recommended will meet a specific workforce need. This direct link to the construction industry is validated by the extremely positive placement numbers. As of the end of this reporting quarter, cumulatively, WRTP/BIG STEP placed 285 individuals with 227 achieving 45-Day retention.

WRTP/BIG STEP performed the following in support and development of programming for the workforce needs in the construction industry:

- The quarterly Training Coordinator meeting was held on December 7, 2017. Outreach, reporting, and industry needs were discussed as the challenge of enticing new workers into the construction field continues.
- The Construction Industry Advisory meeting was held on December 8, 2017. Labor and management partners (Mike Ervin, Local 139, Erin Schaefer, Michels Corporation, Brian Baumgartner, Glaziers 1204, Jeannie Lauret, Duwe Metals, Bill Bonlender, Bricklayers Local 8, Tim Kroll, JP Cullen, Anthony Neira, Laborers 113, Jon Nehls, Mortenson Construction, Joel Zielke, Steamfitters 601) are engaged and invested in workforce development with WRTP/BIG STEP.

Average Wages

As of December 31, 2017, the average hourly wage for these placements is \$26.75 per hour which far exceeds wages of most workforce training programs.



WORKFORCE DEVELOPMENT PROGRAM AGREEMENT NARRATIVE REPORT

Summary of Activities for Student Participants

High School Students

WRTP/BIG STEP in partnership with Employ Milwaukee, MATC, MPS and the Milwaukee Bucks will start a class on January 3, 2018 with 31 MPS youth participants in the MC3 curriculum at Bradley Tech.

Participants that complete this training will receive industry led and recognized certifications as well as a few MATC college credits. The students will be taken to the Bucks Arena for job site visits and other job sites as permitted. Also, this class will have exposure to different industries with guest speakers and hands-on presentations in the classroom. WRTP/BIG STEP will be working with the JAC/JATC's on presenters and hands-on demonstrations. Highlights of the benefits provided to youth participating in WRTP/BIG STEP programming include:

- Multi Craft Core Curriculum (MC3)
- MATC College Credit
- BIG STEP Apprenticeship Readiness Program
- Construction Career Week

Another youth cohort will be recruited for and scheduled beginning early 2018 with similar curriculum and industry exposure.

Post-Secondary Students

For this program period, WRTP/BIG STEP and MATC have been working and coordinating program provision, instructor selection, and working out logistical issues. The adult MC3 cohort occurred November 27, 2017-December 22, 2017 with 11 individuals selected, recommended for training and 100% successful completion rate for MC3 credential. The goal of this training is intended to help participating students gain the skills and knowledge to succeed with entering in and progressing in a construction career pathway. The students in process and selection for this class that were in attendance were all from the BIG STEP Apprenticeship Readiness Program and working to continue to get on a trade list to connect to their career pathway in the industry.

WRTP/BIG STEP's Department of Transportation contract was renewed and we will be recruiting for another adult MC3 cohort that will begin March 19, 2018. Training will occur at MATC Walker's Point location and at WRTP/BIG STEP's facility. This class will be a hybrid MC3 and TrANS Roadbuilding Program training. Participants completing this training will still be eligible to achieve college credit upon completion of training.

Best Practice

A major obstacle for Milwaukee individuals seeking careers in the construction industry is meeting the requirement to have a High School Diploma or GED. Individuals in this situation may have the knowledge and skill but need to fill some knowledge gaps as well as have the required, state recognized credential. WRTP/BIG STEP in partnership with Literacy Services developed a curriculum that utilizes DPI's 509



WORKFORCE DEVELOPMENT PROGRAM AGREEMENT NARRATIVE REPORT

diploma process to provide a competency based HSED and receive MC3 (Multi-Craft Core Curriculum) National Union Building Trade Curriculum training and certification. The pilot class for this was September 2017-December 2017 with 5 successful graduates. At the end of their training, these individuals received their HSED and MC3 knowledge and skills as well as various industry-recognized credentials such as OSHA 10, First Aid, Fall Protection and others.

Of the 5, 4 are currently part of the BIG STEP Apprenticeship Readiness Program completing their tutoring to pass the entry level test for the trade(s) of their choice. 1 individual has already begun working with Tilesetters as a Tilesetter Helper.

The next MC3-HSED cohort class will begin on February 19, 2018 and will have 9 students going through 3 months of unpaid training. The training components of HSED and MC3 work in correlation to provide connections and streamline the curriculums to achieve both credentials. The class is scheduled to complete May 2018. The training provides opportunity for those that encountered previous barriers to achieving their HSED and to help connect them to the construction industry and qualify for registered apprenticeship programs as a career opportunity.

WRTP/BIG STEP will be recruiting for a fall 2018 cohort of MC3-HSED training as well.

Name and Title of Grantee and Certifying Official:

Peter A. Coffaro, Chief Program Officer

Email Address:

Peter.Coffaro@employmilwaukee.org

Phone Number:

(414) 270-1715
