



KEY CITY OF MILWAUKEE INITIATIVES, PROGRAMS AND SERVICES IMPROVING LIFE OUTCOMES OF MEN AND BOYS OF COLOR

BLACK MALE ACHIEVEMENT ADVISORY COUNCIL (BMAAC)

The City of Milwaukee's Black Male Achievement Advisory Council (BMAAC) was established in 2013 to advocate and inform policy and decision-making on the issues and barriers impeding the potential and success of African American and other males of color. BMAAC is comprised of various levels of government, business, faith-based, education, philanthropic, and other community leaders. It is empowered by City ordinance to mobilize the community to create a common black and minority male achievement agenda, provide for a funding apparatus and align local efforts using common measures of success. In 2014 the Council allocated \$300,000 to various initiatives that concentrate efforts on improving education, employment, family, health and public safety outcomes.

EDUCATION/WORK

- **Earn and Learn Youth Employment Program:** Mayor Tom Barrett launched the Earn & Learn program in 2004 to provide employment opportunities in the city for high school youth and young adults, exposing them to the working world and improving workforce preparedness. It is a public and private effort that offers summer and year-round jobs for youth between the ages of 14-24. 83% of program participants are young people of color.
- **Milwaukee Builds:** This workforce development program is administered by the City of Milwaukee in collaboration with the Milwaukee Christian Center and Northcott Neighborhood House. It provides skilled apprenticeships to the building trades, utilizing on-the-job training and a Department of Labor approved educational and certification curriculum. The program trains on average 80 low-income residents annually. 93% of participants are people of color, the vast majority being males.
- **Youth Build:** This workforce development program is administered by the City of Milwaukee in collaboration with the Milwaukee Christian Center and Northcott Neighborhood House. It provides low-income, at-risk youth and young adults, ages 18 to 24, with comprehensive training and employment services to help them to lead responsible lives. Participants receive academic assistance so they can earn their GEDs, as well as hands-on construction skills through the building or rehabilitation of houses.

- **Compete Milwaukee:** In 2015, Mayor Barrett and the Milwaukee Area Workforce Investment Board (MAWIB) introduced the Compete Milwaukee initiative. Compete Milwaukee is a four-part workforce development strategy that facilitates linkages between private-sector employer demand and workforce supply. Compete Milwaukee primarily seeks to serve chronically-underemployed individuals through a Community Work Partnership – Transitional Jobs program funded through City of Milwaukee funding combined with federal Temporary Assistance for Needy Families (TANF) funding distributed through the State of Wisconsin Department of Children and Families. Most participants have been criminal justice system involved. The four strategies are aligned to create individualized pathways to employment through personalized case management and strategic interventions, with the goal of participants securing full-time, unsubsidized, family-sustaining employment after 1,040 hours of transitional work. Compete Milwaukee leverages local, state, and federal resources and engages new collaborations and partnerships to create an innovative approach to workforce development. The four strategies are summarized below:

Strategy #1: Mayor Barrett has convened Industry Advisory Boards in five key growth industries with the goal of creating industry-specific workforce strategies for connecting labor market projections and the recruitment of qualified workers. Composed of private-sector employers, and aligned around manufacturing, construction, healthcare, retail and hospitality, and business and financial services, the Boards identify resources and provide recommendations in developing industry-specific strategies to connect workforce supply and demand.

Strategy #2: In 2015, the City and MAWIB are engaging the creation of a “Jobs Scan,” a research methodology that can deliver real-time labor market data to the City and workforce development agencies so they can better understand and connect the needs of employers and employees and effectively allocate resources to support those links. The result will be quantitative and qualitative reports of regional employer and employee demands that will assess the current workforce, forecast future needs, and provide a census of jobs for key industries, including location, education, and training required.

Strategy #3: Recognizing the need to re-introduce chronically-unemployed individuals to the labor market, the City has funded 135 transitional job placements within City departments in 2015, at a wage rate consistent with the City’s Living Wage ordinance, currently \$10.66/hour. Mayor Barrett prioritized opportunities that, while providing valuable service to City residents, would also be able to connect to major development projects within the City, and other key employment growth industries and job opportunities

within the City of Milwaukee and the region. The diversity of department programs that Mayor Barrett selected expands on the 2014 Department of Public Works program, and introduces new programming in the Department of City Development and Neighborhood Services, the Port of Milwaukee, and the Milwaukee Police Department.

Strategy #4: Individuals who participate in the Compete Milwaukee program will enter the program with an array of skills and work experience that is diverse. Recognizing that, Mayor Barrett created a new program with the Wisconsin Regional Training Partnership/Big Step. In this “Career Pathways” strategy, each participant receives a skills assessment, an evaluation of his or her skills set and interest, and is engaged in a curriculum that will help support a greater portfolio of skills that will assist him or her in securing permanent employment. Through WRTP, participants will be enrolled for training in a manufacturing or construction track, receive basic education tutoring, Commercial Driver’s License courses, and other skills-acquisition and certification opportunities that will support them in their career pathways. Participants also will be poised for direct-hire opportunities, with the expectation that participants will exit transitional work and begin unsubsidized work prior to the completion of 1,040 hours.

➤ **Other Job Training Programs:**

Strengthening Diversity in Urban Forestry (SDUF) Program: This program is administered by the City of Milwaukee. Program partners include the USDA Forest Service, Milwaukee Area Workforce Investment Board, Wisconsin Regional Training Partnership/BIG STEP, Tree Care Industry Association, AFSCME, and Milwaukee Area Workforce Funding Alliance. Through this program, paid on-the-job trainees participate in a rigorous 32-week program to gain skills needed to work in the tree care industry. The program targets African American and other males of color.

The Dombrowski Landscape Training Initiative (DLTI): This program is named after a former city employee who donated his estate, offers men of color paid on-the-job training and an opportunity to earn special certifications in urban forestry. Launched in 2014, DLTI recruited participants who worked on city tax foreclosed lots. Another branch of the program targets former offenders working with a local nonprofit. Both efforts target underemployed adults and dislocated workers, and over 100 men have benefitted. Most participants are men of color.

Strong Neighborhood Program, City of Milwaukee (SNP): Mayor Tom Barrett launched the program in 2013 to address the foreclosure problem, improve the housing stock throughout the city, and strengthen and stabilize Milwaukee’s central city neighborhoods. Milwaukee’s

HOME/GROWN program is a part of the SNP strategy. It re-imagines how urban liabilities like foreclosed properties can be turned into assets that increase the availability and demand for healthy foods. Organizations like Growing Power, led by nationally recognized Will Allen, are offering training and hands-on work experience for boys and young men of color interested in being a part of Milwaukee's growing urban agricultural movement.

Milwaukee Job Corps: Mayor Barrett led the effort to secure funding for the Milwaukee Job Corps, a \$28 million education and job training facility serving hundreds of disadvantaged young people between the ages of 14 and 24. The Milwaukee Job Corps opened for business in January 2011, and at-risk young males are benefitting. The project is funded by the U. S. Department of Labor and offers free education and training that helps young people to learn a career, earn a high school diploma or GED, find and keep a job, and make lifetime friends. Milwaukee's center became the newest of 125 centers located in the United States and Puerto Rico. It was the first of the 125 centers nationwide to be built from the ground up to specifically complement the Job Corps/ campus learning model.

Milwaukee Succeeds: The City of Milwaukee has a proven record of working collaboratively with non-profit groups, government agencies, and public/private coalitions in many areas including education. The Greater Milwaukee Foundation helped to launch this program with the City and other business and civic partners in the summer of 2011. The program aims to close achievement gaps and improve educational outcomes for every child in Milwaukee, in every school, cradle to career. Using a data-driven process that focuses on resources on high-impact strategies, this citywide collaborative effort will begin to move the needle on what works for kids, including black and other minority males.

I Have A Dream Milwaukee: Mayor Barrett spearheaded this public/private effort that is driven by individuals and public and private sector organizations committed to improving the educational aspirations of low-income youth. The program was launched in 2008 at Clarke Street School, a part of the Milwaukee Public School system. The program is empowering students, called *Dreamers* (now 7th and 8th graders), to achieve a higher education by guaranteeing each *Dreamer* college tuition support and a long-term program of academic, mentoring, and social support services for their families until they graduate college. Clarke Street School is located in Metcalfe Park, one of Milwaukee most impoverished neighborhoods. The City raised approximately \$1.5 million in investments to start up the program including funding for college tuition, academic, and social programming – and in full recognition of the need to close Milwaukee's widening education achievement gaps between black and other children of color and their peers.

Milwaukee Area Workforce Funding Alliance: This public/private consortium is another example of community building through collective impact. It is comprised of a group of funders

of workforce development including City of Milwaukee. The alliance is dedicated to advancing the capacity of the workforce system, improving career advancement opportunities for low-income individuals seeking good jobs with family-supporting wages, and helping employers get skilled workers they need.

The alliance is supporting the creation of a partnership of the Young Women's Christian Association of Greater Milwaukee (YWCA) and the Milwaukee Area Health Education Center (Milwaukee AHEC) to launch a pilot project that will train local residents and secure them employment in the healthcare sector, and that can be replicated in the future.

The Wisconsin Regional Training Partnership (WRTP) was chosen as the first Workforce Partnership for the Alliance's work in the construction sector. WRTP provides a diverse pool of qualified workers for skilled trades. WRTP has trained hundreds of individuals in our community, many who are males of color. The entity has placed over 215 individuals in jobs at an average hourly wage of \$18.47.

** (Note): To date the City of Milwaukee Community Development Grants Administration has secured approximately \$200 million in grant awards to support city services and programs ranging from road repairs to alleviating the impacts of mortgage foreclosures to training youth and young adults in construction and urban forestry to expanding access to computer technology in central city neighborhoods.*

FAMILY

- **Milwaukee Fatherhood Initiative (MFI):** The MFI was launched by Mayor Tom Barrett and many other community partners in 2005. It aims to improve the well-being of the young people of our community by increasing the number of children with responsible, committed, and involved fathers. The program involves the active participation of dozens of businesses, faith-based, philanthropic, and other community partners. It has connected over 10,000 men to resources to better meet the social, emotional, and financial needs of their children and families – including parenting, child support driver's license recovery, employment, education, health, and other services. Over 95% of program participants are African American and other males of color.
- **City of Milwaukee Health Department, Family and Community Health Services:** The Division offers a broad range of services to improve the health and quality of life of Milwaukee's men, women, and children. The Health Department's Community Health Care Access Program (CHAP) is the City's health insurance enrollment program that provides assistance to various resources, including the Health Insurance Marketplace and Medicaid. The Direct Assistance for

Dads Project, launched in 2013, is the first comprehensive evidence-based home visitation program for fathers in Milwaukee. The Men's Health Center provides education, screenings, and referrals for over 1,500 men, of which three-quarters of the population served were men of color. Other Health Department programs and services include STD and HIV, lead poisoning, and violence prevention services.

PUBLIC SAFETY AND OUTREACH

- **Building Neighborhood Capacity Program:** A project of the White House's Neighborhood Revitalization Initiative. The program is focused on empowering Milwaukee's Amani and Metcalfe Park neighborhoods to develop and obtain the tools and resources they need to transform neighborhoods of concentrated poverty into neighborhoods of opportunity.
- **Office of Violence Prevention, City of Milwaukee (OVP):** The core mission of the office is to reduce violence in Milwaukee. The Office of Violence Prevention provides strategic direction and oversight for City efforts to reduce risk of violence through linked strategies in partnership with government, non-profit, neighborhood, and faith organizations.

The Mayor's Ceasefire Sabbath program, which is held in each spring, is organized by this office. It calls on faith-based leaders, who are typically at the forefront of social justice issues to promote a common message of peace and non-violence throughout the city. Public safety is Mayor Barrett's top priority and this annual event is an important part of his efforts to galvanize the community to fight crime and reduce violence.

Mayor Barrett has also teamed up with faith-based leaders to establish a gun buy-back program, supported by private funding that is also led by this office along with the Mayor's staff. As we believe that buy backs are one just tool to get guns off the streets, the event is held in conjunction with other community gun violence prevention activities organized jointly with the faith community, law enforcement and community agencies and neighborhood residents.

The Office of Violence Prevention continues its partnership with the Medical College of Wisconsin's Youth Violence Prevention Initiative and has served as a team member in both the development and implementation phase of this multi-million dollar investment in youth violence prevention efforts in Milwaukee. The VPI is evolving in its programming of youth violence work and the OVP staff sits on the newly created Violence Prevention Consortium. OVP staff work collaboratively in a partnership known as "Coming Together," with the Medical College, Children's Hospital of Wisconsin, and Community Advocates-Brighter Futures which convenes youth and youth serving agencies to engage youth in the development of firearm

violence prevention and youth development strategies. Hundreds of youth, youth serving agency staff and community leaders have “come together” in annual summits over the last two years. In addition, the Partnership provides mini-grants to local organizations for youth led gun and community violence prevention activities which are showcased at the annual summits.

Children who witness violence may suffer from learning disorders, health problems and may be at a greater risk to become victims themselves or perpetrators of violent acts. In an effort to provide healing opportunities to children and families who are exposed to violence, Mayor Barrett and the Common Council appropriated funds for a pilot project teaming up Milwaukee County’s Behavioral Health Crises Team staff with the Milwaukee Police Department in order to provide swift clinical assessment and trauma informed support services to children and their families who have witnessed violence in a designated high crime area of the City. The project is expected to kick off in early summer of 2015.

The Family Violence Prevention Fund research reports that after separation from an abusive situation, batterers often use visitation and exchange of children as an opportunity to inflict additional physical and/or psychological abuse on victims and their children. The Office of Violence Prevention, through its Commission on Domestic Violence & Sexual Assault, is the lead partner in a \$400,000 U.S. Department of Justice grant to establish, oversee and evaluate a “Safe Exchange” visitation site for families affected by domestic violence. The site, which just opened in September, will serve 100 families in its inaugural year, and is already being regarded by the funder as one of the strongest programs in the Midwest

The OVP is also a beneficiary of the Health Department’s collaboration with Dr. Mallory O’Brien, founder and Executive Director of the nationally regarded Milwaukee Homicide Review Commission, in the development and implementation of the innovative Data Repository Hub. In partnership with MHD, MPD, the District Attorney, the Courts, schools and other institutions, the hub will contain merged criminal justice, public health, court and other data, which will provide information to allow us to look at long-term trends in the community. It will allow us to explore episodic violent events, in the larger context of the social, physical, and community environment. It will also allow us to better understand risk factors for violence, and will provide key data necessary to design and implement system changes and to develop appropriate prevention strategies in a variety of settings

- **Milwaukee County Community Justice Council:** Mayor Barrett is part of an umbrella organization made up of Milwaukee-area criminal justice agencies and local governments. Its mission is to work collaboratively to ensure a fair, efficient, and effective justice system that

enhances public safety and quality of life in our community. It is governed by an Executive Committee made up representatives of each participating organization.

- **Police Department, City of Milwaukee (MPD):** The MPD strives to build effective partnerships with the community and is involved in several crime prevention projects, youth outreach, and other community initiatives that involve engaging boys and young men of color. There is significant movement to establish evidence-based programs to reach out to Milwaukee's youth. Students Talking it Over with Police (S.T.O.P.) for youth ages 12-17 is a program that works to build positive relationships with Milwaukee youth and MPD. Since its inception, the program has visited over 45 schools, graduating 960 students, of which 95% are students of color. S.T.O.P. was developed to educate young people on the nature of police work and explain the reasons law-abiding citizens might find themselves interacting with police officers.

Learn, Earn and Achieve with Police (LEAP) Program: The purpose of this program is to bridge the gap between the city's major corporations and our city's talented young adults. The LEAP program addresses the city "brain drain" issues and our major corporation's efforts to diversify its workforce. Participating companies employ teens (ages 17 – 19) 20 hours per week for eight weeks (June through August), Monday through Thursday. On Fridays, these interns take part in the aforementioned S.T.O.P. Program activities.

Youth Police Listening Circles Initiative: Provide round table events to help bridge the gap between police and youth, and work to put an end to violence. The listening circles will follow a restorative tradition of peacemaking circles, which is a structured process used to bring people together where everyone is respected and everyone is equal. The underlining purpose is to help groups better understand one another, build and strengthen bonds and curve violence in the community.

The Police Ambassador Program was created as part of Mayor Barrett's "Compete Milwaukee" initiative. The Ambassador program seeks to expand on Compete Milwaukee's focus on transitional traditional jobs by expanding the principal goals beyond securing full-time, unsubsidized employment. While providing a short-term (1,040 hours) work experience, the Program also seeks to accomplish the following goals:

Goal #1: Provide meaningful work experience to young adults who are interested in pursuing careers or continuing their education in public safety or criminal justice.

Goal #2: Utilize as another tool for encouraging diversity in hiring of Milwaukee Police Officers.

Goal #3: Expand on and strengthen current MPD community partnerships.

Goal #4: Individualized guidance and growth through paired professional and peer mentors.

Goal #5: Strengthen opportunity for young adults to learn from the MPD and MPD to learn from young adults through a two-way-ambassadorship model.

In March, 2015, 17 “Ambassadors” were sworn into their appointments by Chief of Police Edward Flynn. Each Ambassador, aged 18-25 years, is assigned to work 20 hours per week within a Police District Station, the Police Academy, or the Police Office of Community Outreach and Education as part of the “Work Experience.” Additionally, the “Education Experience” provides Ambassadors 4-hours per week of educational curriculum, where Ambassadors learn about policing and the field of public safety, and other topics such as resume building, job-readiness, GED preparation, financial literacy, and others. Ambassadors also participate in a “Speaker Series,” where they learn from and engage with Milwaukee civic leaders. Each Ambassador is paired with a member of the Milwaukee Police Department who has volunteered to act as the Ambassador’s “Mentor” for the duration of the appointment. Each Mentor will directly supervise, positively engage, and provide guidance to the Ambassador. Since the program’s commencement, Ambassadors have attended community meetings, participated in ride-alongs, conducted neighborhood inspections with multiple City departments, monitored protests, and a number of other activities, each providing opportunity to fulfill the goals of the Milwaukee Police Ambassador Program. Funding for the Program was provided by the City of Milwaukee and Workforce Investment Act funds. Ambassadors have a wide range of backgrounds and life experiences: some have successfully completed college, while others have not completed their GED; some Ambassadors are aging out of the Foster Care system. The Ambassador Program seeks to provide a new set of choices to each.