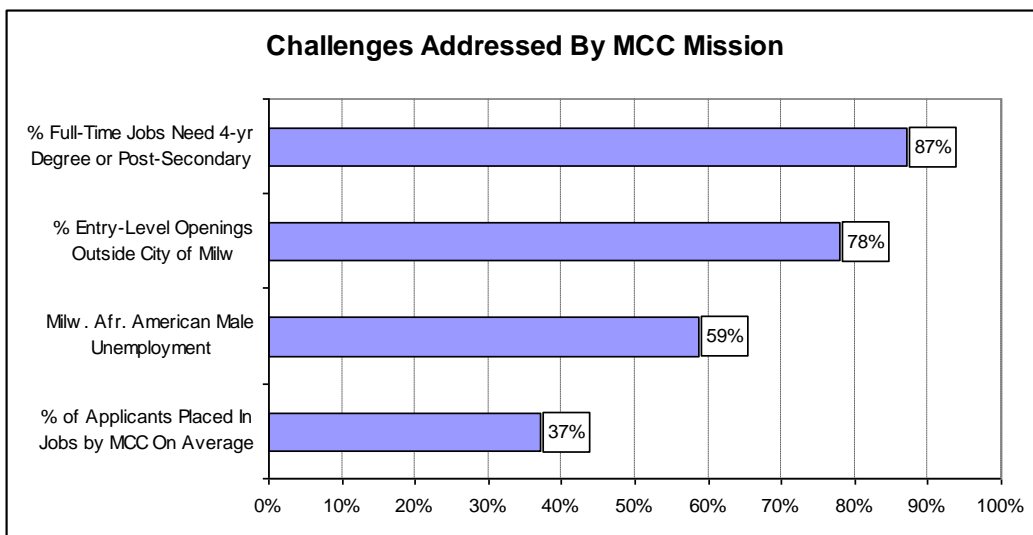
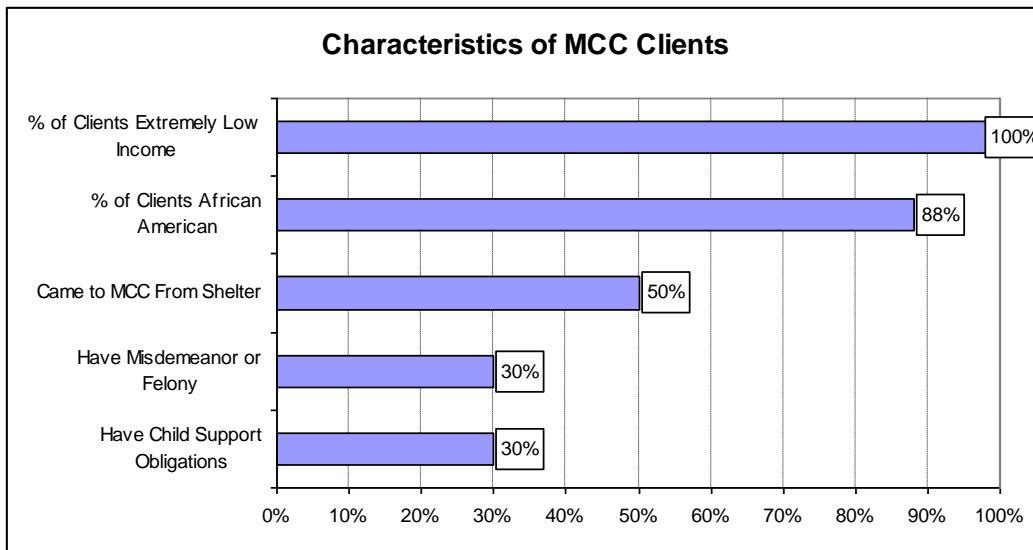


**MILWAUKEE CAREERS COOPERATIVE  
COMMUNITY DEVELOPMENT GRANTS ADMINISTRATION  
Public Service – Job Placement**

**INTRODUCTION**

Milwaukee Careers Cooperative was founded in 1987 by a collaborative of Milwaukee churches over concern about high unemployment among African-American males and other central city minorities. MCC currently has over 30 member organizations. It remains true to its roots by respecting each individual while working to identify a path that leads to economic self-sufficiency.

Because of the time and additional services needed pre/post placement, conventional, “for profit” staffing agencies cannot afford to serve this group of job seekers. MCC as a not-for-profit 501C(3) Corporation absorbs these large additional costs through aggressively pursuing grants and contracts from a wide variety of public and private funding sources. It is the only alternative staffing service in the Milwaukee area. The two graphs below highlight MCC client characteristics and the challenge of carrying out MCC’s mission.



MCC provides orientation Monday through Thursday to job seekers, soft skills training, job coaching and educational benefits through its partnership with Milwaukee Area Technical College located on site since 1999.

**MILWAUKEE CAREERS COOPERATIVE  
COMMUNITY DEVELOPMENT GRANTS ADMINISTRATION  
Public Service – Job Placement**

As job seekers obtain jobs, the quality of life increases due to the ability to feed, clothe and house themselves and their families. The level of self pride increases with buying power and being able to be part of the community as opposed to a drain on the community in which they live. Finally, the ability to share with friends, neighbors and others who are unemployed, the difference in their lives due to becoming employed. With pride, comes a sense of responsibility to join society in a positive manner and protect the community in which you live by becoming involved.

Milwaukee Careers Cooperative is working with collaborative partners to assist neighboring agencies providing services with limited criteria that may not include employment opportunities. We are also working with employers willing to apply the buddy system in their respective areas to open the door for MCC's alternative staffing module to get additional employment opportunities for more job seekers while filling a most prominent void for employers.

Education and training are the pathways to economic self-sufficiency. A 2005 UW study found that over 90% of full time jobs require a high school diploma or a GED. Therefore, in 1999 MCC partnered with MATC to open an on site learning lab to provide GED and computer skills instruction. The lab gives us a profile of individuals who can be referred to other training programs in Milwaukee such as the MATC Bucyrus Erie Welding Program and various WRTP trainings.

MCC also honors the fact that for many individuals the path will be a long one. For example: In CDBG Program Year 2004, three (3) African American males were placed in full time jobs paying between \$9-\$10 per hour. In 2006 these same individuals based on their attendance records and skills acquired, moved to jobs paying \$13-\$15 per hour with further opportunities for advancement.

The preparedness and size of the workforce in Metro Milwaukee must increase as the economy rebounds and experienced workers near retirement age. The Metro area is poised to recover from its lengthy manufacturing recession and continue its growth in the service sector. However, the rising number of retirees and reductions in workforce development programs suggest a shortage of trained workers in the coming years. According to an April 2005 survey of Milwaukee's central city conducted by Making Connections Milwaukee, 33% of Community-Based Organizations operating workforce training or development programs in 2002 are no longer providing those services. If organizations such as MCC do not identify the pathways to training, education and employment, then central city residents may not partake in this growth.

By helping people obtain jobs it reduces the rates of unemployment, reduces crime, improves the quality of life in neighborhoods and increases property values. While MCC has received CDBG Job Placement Funding for over 15 Years the table below summarizes the requested information relative to placements and retentions:

<b>2005</b>	Full Time Placements	<b>46</b>	Full Time Retentions	<b>31</b>
	Part Time Placements	<b>4</b>	Part time Retentions	<b>2</b>
<b>2006</b>	Full Time Placements	<b>32</b>	Full Time Retentions	<b>24</b>
	Part Time Placements	<b>16</b>	Part time Retentions	<b>14</b>

The above reflects actual documented placements for CDBG. Please note that it may be incomplete relative to retentions and placements because the comptroller's office eliminates data beyond the "pay for performance" amount.

In summary, MCC continues to work towards collaboration with the many agencies in the Milwaukee area that provide training and other necessary services to the unemployed/underemployed. As an example, MCC has been working directly with MATC to develop a new Pilot Food Stamp & Employment Training program that helps working poor receiving food stamps to access education and training to get on the pathway to that better job with higher wages.