



## WORKFORCE DEVELOPMENT PROGRAM AGREEMENT QUARTERLY NARRATIVE REPORT

**Grantee Name:** *Employ Milwaukee, Inc.*

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

**Report Quarter Ending:** *05/31/17*

**Date of Submission:** *07/03/17*

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### **Program Overview**

The Milwaukee Bucks, LLC (Bucks) are constructing a new \$500 million arena, which will open in 2018. The arena is a major civic endeavor that is expected to generate substantially positive economic development in the immediate area, making it the centerpiece of an estimated \$1 billion downtown Milwaukee entertainment district including hotels, restaurants, bars, housing, and retail. The arena and associated development are herein referred to as the “Greater Arena Project”.

During arena planning discussions in 2015, the Bucks, the City of Milwaukee (City), and Employ Milwaukee (formerly the Milwaukee Area Workforce Investment Board) agreed to use the Greater Arena Project to achieve the partners’ mutual goal of promoting equity, diversity, and commitment to the highest standards of workforce development. To operationalize these goals, the City approved a Tax Incremental District (TID) to fund a City-owned Parking Structure, Public Pedestrian Plaza and workforce development-related project activities and the Bucks established a requirement of no less than 40% of the total worker hours expended on the Greater Arena Project construction to be completed by city residents as defined by the City’s Residents Preference Program (RPP). Employ Milwaukee agreed to leverage its position as the federally-mandated Workforce Development Board (WDB) for Milwaukee County to engage its resources, partnerships, and networks to ensure the maintenance of a skilled, qualified, and certified workforce over the course of the project.

The City, Bucks, and Employ Milwaukee entered a Memorandum of Understanding (MOU) that outlines activities relating to coordination, administration and reporting, workforce development strategies, industry engagement, and community outreach and engagement. Employ Milwaukee will serve as the “Strategic Workforce Organization” (SWO) responsible for the planning, monitoring, reporting, and administration of all programs and investments connected to the Greater Arena Project. Employ Milwaukee will subcontract with the Wisconsin Regional Training Partnership/Building Industry Group Skilled Trades Employment Program (WRTP/BIG STEP).



## WORKFORCE DEVELOPMENT PROGRAM AGREEMENT QUARTERLY NARRATIVE REPORT

### Section A – Summary of Grant Activities for Adult Participants

This report is the first Quarterly Narrative Report for the Greater Arena Workforce project. This report will include activities that occurred through 5.31.17 to set a baseline for future Quarterly reports, which will include activities only from the 3-month period of the Quarter. The Monthly Outcomes report submitted with this first Quarterly Narrative Report will also include activities that occurred between 9.15.2016 to 5.31.2017 to set a baseline for future Monthly Outcomes reports. The table below illustrates funding expenditures and remaining balances:

Total Amount of Contract	Actual Spent	% of total	Remaining Amount	% of remaining
\$345,000.00	\$51,750.00	15%	\$293,250.00	85%

### Section A.I – Summary of Intake Programs and Efforts

A variety of community and faith-based organizations, in conjunction with City of Milwaukee Common Council Members and the Milwaukee Bucks, organized and held a series of Town Hall events to bring awareness to City Residents of the opportunities for training and employment related to the Greater Arena project. WRTP/BIG STEP staffed each event they were aware of to recruit residents for Greater Arena Workforce Program participation. In addition, WRTP/BIG STEP and Employ Milwaukee's Chief Marketing Officer conducted orientation sessions in group and individual settings. WRTP/BIG STEP's Community Workforce Partnership and Employ Milwaukee's Coordinating Councils were also involved. There has been a total of 1340 individuals evaluated through intake efforts to date. Through these efforts, a total of 68 males, and 12 females were recruited and assessed. Individuals who come from a variety of ethnic backgrounds including but not limited to Hispanic/Latino, American Indian or Alaskan Native, Asian, Black or African American, White and Multi-racial were a part of these demographics. 17 of these individuals did not disclose their ethnic backgrounds.

### Section A.II – Assessment Activities

WRTP/BIG STEP program staff administers: an initial screening assessment to determine eligibility and interest in the program, skills and initial career interest assessment using the TABE test to identify functional literacy and numeracy levels; a mechanical & spatial reasoning test; and WRTP/BIG STEP's Skills Assessment Inventory (an industry developed assessment tool). The next step in the assessment includes personal interviews with a variety of staff, employers and union representatives (the specific mix varies by industry & training requirements). This personal assessment serves multiple purposes including assessing commitment to the training, work experience, and understanding of the requirements to succeed. Through these assessment techniques, a total of 80 individuals have been assessed. 62 of those assessed were a high school graduate or equivalent, 5 individuals had 1-4 years or more of college (Full-time Technical or Vocational School), 3 individuals possessed an Associate's Degree or Diploma, and 4 individuals possessed a Bachelor's Degree or equivalent. There were 6 individuals who did not disclose their education level.



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### **Section A.III – Workforce Development Services**

Employ Milwaukee, through a subcontract to WRTP/BIG STEP, has offered a full continuum of workforce services to City Residents for the Greater Arena Project. Examples include: Resident Preference Program (RPP), Transportation Worker Identification Card Certification, Career Services, Supportive Services, Apprenticeship Readiness Training, and Skilled Trades Training. We have in place Community Workforce Partnerships for strong community outreach and access to supportive services and other partnerships to facilitate access to the identified training resources. This collaborative provides a two-way street to help individuals link to careers in construction while having various resources to address barriers that hinder success. WRTP/BIG STEP helps participants succeed and overcome barriers, for example, by utilizing the DL Recovery Center / Legal Action of Wisconsin, and provides our participants access to training experts and training locations developed by industry to meet industry needs. For example, journey-level tradespeople teach specific competencies. We also closely collaborate and utilize the state-of-the-art training facilities such as Carpenters, Painters, and others. As of 5.31.17 74 individuals have been provided with some sort of Workforce Development Service listed above.

### **Section A.IV – Employment Connections**

WRTP/BIG STEP continues to build a strong collaboration with local contractors and their industry partners to compete and bid for local construction projects leading to utilizing more Registered Apprenticeships and building a skilled and diverse workforce. In 2016, WRTP/BIG STEP worked with over 156 contractors. Overall, it documented 380 formal contact requests from contractors on information related to workforce needs. Thirty-five contractors took on first-year apprentices who started out their career at WRTP/BIG STEP. Thus far, 84 program participants have been connected to employment earning an average wage of \$27.28 per hour.

### **Section A.V – Employment Retention**

At this time, there have been 5 program participants who have achieved 45 – Day employment retention.

### **Section A.VI – Average Wages**

No activities to report at this time.

## **Section B – Summary of Activities for Student Participants**

### **Section B.I – High School Students**

The MC3 training for high school students through the summer Earn & Learn program is currently in the planning phase. There are no specific activities to report for this period, however, WRTP/BIG STEP as the holder of the MC3 curriculum is assuring planning for this project meets the criteria defined by the North American Building Trades Council.

### **Section B.II – Post-Secondary Students**



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No activities to report at this time.

### **Section C – Status Update on Co-Enrollment and Leveraged Funding**

No activities to report at this time.

### **Section D – Best Practices and Success Stories**

Demonstrating that the career pathway to entering a Registered Apprenticeship involves many steps, Ron Robison, Sr. illustrates that following the steps and doing your best can lead to success. He recently won the Participant of the Year award at WRTP/BIG STEP and is a first-year laborer apprentice at J.P. Cullen. Upon receiving his award, he reported he was working on the Bucks Arena. The path leading here involved training and other work in the industry. Ron was one of the first trainees hired as part of the WRTP/BIG STEP's partnership with Duwe Metals, Benson Industries and the Glaziers Union. Prior to this, he graduated from the TRANS Roadbuilding program in early 2015 and became certified through RPP.

### **Section E – Additional Information, if applicable**

N/A

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