

GRANT ANALYSIS FORM OPERATING & CAPITAL GRANT PROJECTS/PROGRAMS

Department/Division: Employ Milwaukee, Inc.

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Category of Request	
<input checked="" type="checkbox"/> New Grant	
<input type="checkbox"/> Grant Continuation	Previous Council File No. _____
<input type="checkbox"/> Change in Previously Approved Grant	Previous Council File No. _____

Project/Program Title: Earn and Learn

Grantor Agency: City of Milwaukee

Grant Application Date: 6/10/21 Anticipated Award Date: 7/1/21

1. Description of Grant Project/Program (Include Target Locations and Populations):

Employ Milwaukee, Inc. (EMI), in partnership with Mayor Tom Barrett and the State of Wisconsin Department of Workforce Development (DWD), has offered a summer youth employment program “*EARN & LEARN*” for Milwaukee County residents ages 14-21 for the past fifteen years.

EARN & LEARN prepares young people in Milwaukee County to enter the workforce through authentic work experience with local businesses, nonprofits, and community and faith-based organizations. EARN & LEARN’s mission is to support young people in their transition from adolescence to adulthood by providing an opportunity to develop practical workforce skills.

Target Population: Youth ages 14-21

Target Locations: High need zip codes in Milwaukee County

Earn and Learn Demographics – Race						
Race	Summer 2016	Summer 2017	Summer 2018	Summer 2019	Summer 2020	Summer 2021
American Indian	0.4%	0.5%	0.4%	0.3%	0.6%	0.5%
Asian	4.6%	3.1%	2.2%	3.1%	4.9%	2.0%
African American	78.1%	77.1%	77.2%	74.7%	68.6%	73.8%
Hawaiian Native	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
White	3.9%	2.4%	3.0%	3.2%	6.0%	3.4%
Multi-Racial	1.8%	3.0%	1.8%	3.4%	4.8%	4.5%
Other Race	10.3%	12.9%	14.0%	13.3%	13.3%	13.2%
Did Not Disclose	0.9%	0.9%	1.4%	2.0%	1.7%	1.9%

Earn and Learn – Participant Residence by Zip Code						
Top 10 Zip Codes	Summer 2016	Summer 2017	Summer 2018	Summer 2019	Summer 2020	Summer 2021
53218	14.6%	12.0%	12.5%	10.7%	9.3%	11.6%
53209	10.4%	12.1%	10.7%	10.4%	10.0%	9.6%
53206	9.3%	10.9%	8.8%	9.7%	9.3%	8.2%
53210	8.2%	7.2%	8.7%	9.5%	7.6%	6.7%
53216	10.5%	10.0%	8.6%	8.8%	10.9%	11.0%
53215	7.7%	4.9%	6.3%	7.1%	6.9%	4.6%
53208	5.7%	7.0%	6.7%	6.6%	8.2%	6.2%
53223	4.0%	4.0%	4.8%	5.6%	3.6%	5.1%
53212	4.7%	6.1%	5.7%	5.6%	5.2%	5.7%
53204	4.5%	4.2%	4.2%	4.2%	4.8%	3.9%

2. **Relationship to City-Wide Strategic Goals and Departmental Objectives:**

Mayor Barrett has made a priority of creating hope and opportunities in the lives of young people in Milwaukee and the EARN & LEARN Program does exactly this by empowering young people to take charge of their future. Not only does the Earn & Learn program advance the lives of young people, but it is also a key factor in strengthening our communities and local economy.

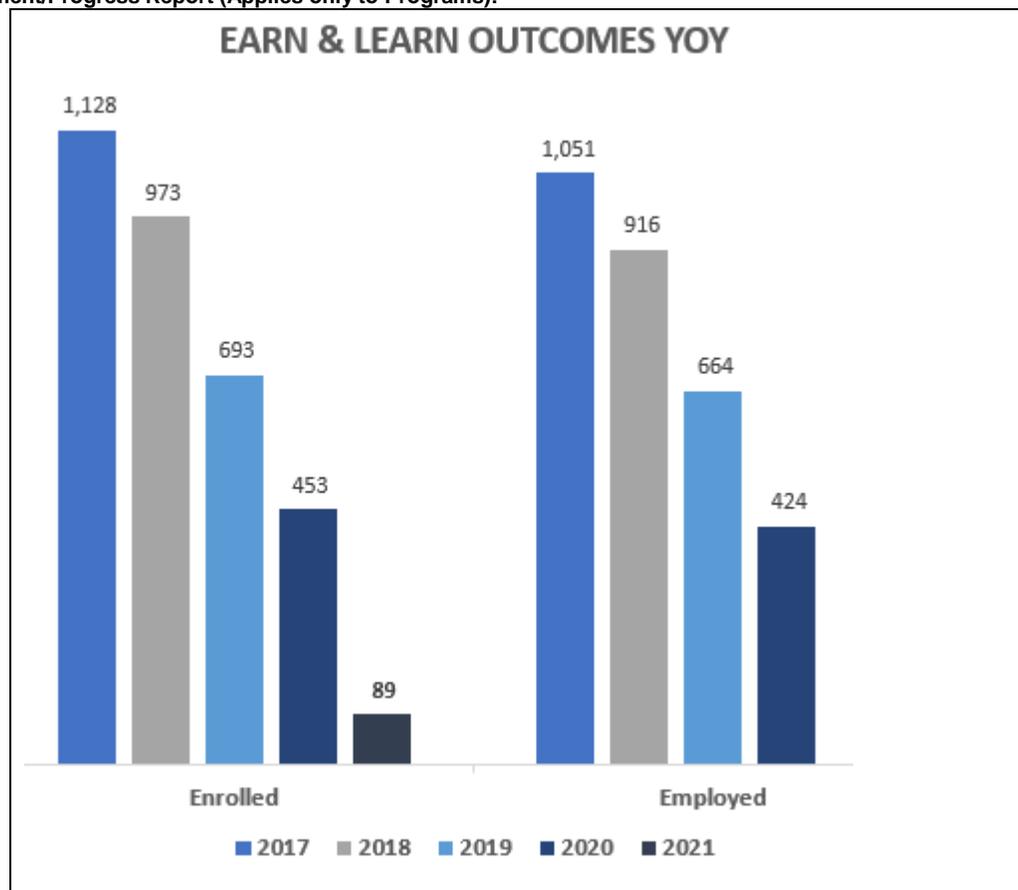
3. **Need for Grant Funds and Impact on Other Departmental Operations (Applies only to Programs):**

According to a 2018 report by The National Center for Education Statistics, nearly 13 percent of young people are neither in school nor working. Additionally, a US Conference of Mayors survey found that 51.6% of employers had no interest in hiring young adults, even when assisted by agencies that gather work-ready individuals. The lack of educational and workforce experience coupled with the highly competitive job market creates substantial barriers in young people’s pursuit of employment and competitive wages.

The Earn & Learn program has always received more placement requests from youth than the program can fund. The table below depicts the # of completed registrations compared to employed youth.

Year over Year Comparison	Summer 2016	Summer 2017	Summer 2018	Summer 2019	Summer 2020	Summer 2021
Pre-Registrations	3,587	3,404	3,316	2,559	1,112	2,475
Completed registrations	1,999	1,805	1,756	1,310	597	1,190
Employed Youth	959	1,128	973	693	424	-

4. **Results Measurement/Progress Report (Applies only to Programs):**



5. **Grant Period, Timetable and Program Phase-Out Plan:**

- March 2021: Participant and Work Site Applications Available
- April – May 2021: Work sites identified and documented. Participants identified and documented.
- June – August 2021: 6-8 work experience, up to 20 hours per week, completed by youth participants, along with orientation, job readiness training, and enrichment workshops.
- September – Final data entry and reporting; youth referrals to year-round programming, as needed.

6. **Provide a list of Subgrantees:**

Employ Milwaukee will serve as Employer of Record for all youth participants. Work sites have been vetted and chosen for the Summer 2021 program. Work sites do not receive subgrants, only youth participants who assist with work activities.

7. **If Possible, complete Grant Budget Form and attach to back.**

Attached