



To: Members of the Finance and Personnel Committee

From: Compete Milwaukee Team (Patrick Hartmann, Bernadette Karanja and Andrew Simons)

Date: February 15, 2016

Re: Common Council File Number 151082, resolution approving various agreements relating to the Compete Milwaukee 2016 Plan, sponsored by Alderman Hamilton

**Summary**

Created in 2014, Compete Milwaukee is a partnership between the Mayor, Common Council, workforce development agencies and private employers with the goal of connecting the city’s unemployed and under-employed Milwaukeeans with employment opportunities. Compete Milwaukee accomplishes this by providing unemployed city residents temporary work in a variety of professional disciplines, while at the same time providing job readiness training, career counseling and ultimately, referrals to permanent employment opportunities. The various agreements for services provided under Compete Milwaukee in 2016 are listed in the table below and further described on pages 2 and 3 of this memo.

**Compete Milwaukee 2016 Partnering Agency Agreements**

	Partnering Agency - Program	Placements	Funding Source				TOTAL
			CDBG	City Tax Levy Budget	Revenue - Sale of RACM Property	Federal TANF	
1	UMOS - 6 Month Transitional Jobs	60	\$ 288,900			\$ 573,840	\$ 862,740
2	Employ Milwaukee - 3 Month Transitional Jobs	25	179,738				\$ 179,738
3	Employ Milwaukee - Police Ambassadors	15		107,843			\$ 107,843
4	Northcott - Compete Milwaukee Builds	7		108,000			108,000
5	Running Rebels - Pipelines to Promise	30		150,000			150,000
6	Employ Milwaukee - Career Pathways Services	NA	140,000				140,000
7	Employ Milwaukee - CM Liaison	NA	30,000	45,000			75,000
8	Employ Milwaukee - Career+ In-school services	NA		27,000	93,000		120,000
	Misc. Supplies and Services	0	0	20,420	0	0	20,420
		<b>137</b>	<b>\$ 638,638</b>	<b>\$ 458,263</b>	<b>\$ 93,000</b>	<b>\$ 573,840</b>	<b>\$1,763,741</b>

**Compete Milwaukee 2016 Programs**

**1 & 2. Community Work Partnership -Transitional Jobs:** Compete Milwaukee will fund 85 Transitional Job placements within city departments in 2016. This includes 60 six-month placements with United Migrant Opportunity Services (UMOS) as the employer of record and 25 three-month placements with MAWIB as the employer of record. The 2016 funding recommendation provides for the city’s wage rate to be consistent with the city’s living wage ordinance (as of 3/1/2015: \$10.66/hour. Wage rate will be adjusted 3/1/2016).

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3. **Milwaukee Police Department - Ambassador Program:** The Ambassador Program provides 15 six month placements within MPD. Participants, young adults recruited from MPD's Police Aide Program and Employ Milwaukee's Workforce Innovation Act Program, ages 19-25, will be engaged in work experiences that combine field and office work, two-way mentorships with MPD supervisors, specialized leadership trainings, community engagement and enrichment activities as well as career pathways guidance. MPD Ambassadors, working side by side with law enforcement and community members to enhance positive social impact, are empowered to build stronger and more vibrant communities, increase public safety and be future leaders within MPD, criminal justice or other career fields.
4. **Compete Milwaukee Builds:** In partnership with Department of City Development and Northcott Neighborhood House, Compete Milwaukee Builds provides a career pathway employment and training program for Compete Milwaukee alumni interested in construction, deconstruction and basic home renovation work. Utilizing the Milwaukee Builds model, participants will receive industry recognized certifications, as well as specialized classroom and hands on training to prepare participants for sustainable job opportunities in the construction, green, energy and water sectors.
5. **Running Rebels, "Pipeline to Promise":** The "Pipeline to Promise" (P2P) program will assist in providing young adults aged 19 to 27 with 10 weeks of job readiness training combined with "on the job" work experience. Each young adult will work with program staff to co-develop a Personal Development Plan (PDP) to determine both short and long term vocational and educational goals.
6. **Career Pathways:** Career Pathways will provide individuals employed in the city's Compete Milwaukee program with industry-ready employability assessments, as well as access to skills training and certifications needed to connect to permanent private-sector unsubsidized employment. The city will enter into a Memorandum of Understanding with Employ Milwaukee, who will sub-contract with Wisconsin Regional Training Partnership/Big Step for this purpose. Each participant will receive an orientation and skills assessment, and WRTP staff will coordinate with the city, Employ Milwaukee and other partners to establish individualized training and basic education tutoring plans.
7. **Compete Milwaukee Liaison:** Successful implementation of Compete Milwaukee relies on regular collaboration between city agencies, Employ Milwaukee, WRTP/Big Step and regional employers. To accommodate this collaboration, Compete Milwaukee will contract with an employment services expert to coordinate with all agencies to provide active management of the opportunities available for Transitional Jobs participants. This "liaison" will track individual employment plans and coordinate potential opportunities with the Industry Advisory Boards, city contractors, and other private employers.

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8. **Milwaukee Public Schools – Career+ Coordinators:** Career Plus Coordinators will be located on site at several MPS high schools to deliver career services, as well as supportive services and enrichment activities. A career pathway approach will be used to link work experience, high school course work, career exploration and youth apprenticeship to postsecondary education and employment. Career Plus will facilitate paid and unpaid work experience for students, including integration of the MPS Communities in Need (COIN) program. All students will receive some level of career services and eligible students will be enrolled for comprehensive services including the development of an Individualized Service Strategies (ISS).