

Elmer, Linda

From: Pam Fendt [PFendt@liunagroc.com]
Sent: Wednesday, September 22, 2010 10:28 AM
To: Elmer, Linda; Hamilton, Ashanti; Zielinski, Tony
Subject: RE: Agenda for Tuesday's meeting and draft minutes from our first meeting

<http://www.legis.wisconsin.gov/lab/reports/10-12full.pdf>

This is the state report that tracks minority apprenticeship data. Unfortunately it is not broken out more specifically to indicate the number of African American male apprentices. However, this is the type of data collection I was suggesting we may want to pursue for City contracting. Have we maximized apprentices on DPW and TIF projects as pledged?

Pam Fendt
Green Jobs Marketing Representative
LIUNA Great Lakes Region Organizing Committee
Wisconsin Laborers' Union
414-659-3803
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From: Elmer, Linda [lmer@milwaukee.gov]
Sent: Tuesday, September 21, 2010 2:21 PM
To: Arturo Martinez; Carl Jaskolski; Curt Harris; Davis Sr., Joe; Deborah Blanks; Deborah Blanks; Gerard Randall; Hamilton, Ashanti; Joe Fahey; Jorgensen, Arlene; Julia Taylor; Ken Wheeler; Kendrix, Ossie; Lenard Wells; Marc Levine; McArthur Weddle; McHenry, Arlisia; Michael Rosen; Morton, Sherman; Pam Fendt; Patti Marshall; Ralph Hollmon; Sedwgick Daniels; Tim Sheehy; Wendell Harris; Zielinski, Tony
Subject: Agenda for Tuesday's meeting and draft minutes from our first meeting

See you all next Tuesday (9/28) in the same room (303).

Please remember to e-mail any suggestions to reduce African American male unemployment to me prior to the meeting so I can distribute it to other members.

Thanks!

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9/27/2010

Elmer, Linda

From: Jaskolski, Carl [Carl.Jaskolski@milwaukee.wib.org]
Sent: Monday, September 27, 2010 8:25 AM
To: Elmer, Linda
Subject: RE: Agenda for Tuesday's meeting and draft minutes from our first meeting

Hello Linda:

I thought about this question over the weekend although this may be too late to include in your write up.

What this task force needs to do is hold a meeting with the Board of Directors for the Milwaukee Metro Society of Human Resources Management <http://www.mmshrm.org/>. I am a member of this organization of Human Resources professional. It has over 300 members ranging from businesses in manufacturing, healthcare, hospitality, et cetera.

Thank you,

Carl Jaskolski

From: Elmer, Linda [mailto:l.elmer@milwaukee.gov]
Sent: Tue 9/21/2010 2:21 PM
To: Arturo Martinez; Jaskolski, Carl; Curt Harris; Davis Sr., Joe; Deborah Blanks; Deborah Blanks; Gerard Randall; Hamilton, Ashanti; Joe Fahey; Jorgensen, Arlene; Julia Taylor; Ken Wheeler; Kendrix, Ossie; Lenard Wells; Marc Levine; McArthur Weddle; McHenry, Arlisia; Michael Rosen; Morton, Sherman; Pam Fendt; Patti Marshall; Ralph Hollmon; Sedwigick Daniels; Tim Sheehy; Wendell Harris; Zielinski, Tony
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Discussion points for African American Male Joblessness Task Force (Marc Levine)

Goals:

- 1) To reduce in five years Milwaukee's black male unemployment and joblessness rates to the *average* of the nation's 20 largest Midwest-Northeast cities;
- 2) To reduce in 10 years Milwaukee's black male unemployment and joblessness rates to the point where we have among the five lowest rates among the largest Northeast-Midwest cities.

Policies for Discussion:

- 1) *Public job creation and leveraging.* Premised on reality of substantial demand-side job shortage in Milwaukee, particularly in inner city, predominantly African American neighborhoods. Public jobs strategies include: a) transitional jobs to meet public needs (parks, street repairs, neighborhood cleanup, etc); b) infrastructure investments, providing medium-term construction employment and longer term job prospects through enhanced economic development; c) targeted investment in accessible, growth sectors, such as green jobs. The ME2 program is a good example, and should be expanded.
- 2) *Enhanced training and job placement.* Targeted to growth sectors of regional economy, such as health care or medical instruments, but others to be identified by economic analysis. Included here as well should be a systematic, adequately funded prisoner reentry program, given the crisis of incarceration among African American males.
- 3) *Enhanced procurement by local businesses and large public and non-profit institutions from inner city enterprises*
- 4) *Strategies to better integrate the inner city economy into the regional economy.* E.g. "Community benefits agreements" for hiring on suburban construction projects (such as schools and hospitals, as well as roadwork).

Elmer, Linda

From: Jorgensen, Arlene
Sent: Monday, August 30, 2010 2:32 PM
To: Elmer, Linda; 'Tony Zielinski'; Zielinski, Tony
Subject: Osker Ellis Machinist Training Academy
Attachments: Osker Ellis Machinist Training.PDF

Hi Linda, Alderman Zielinski wanted me to send this to you for hold for him. Thanks, Arlene

Arlene Jorgensen
Legislative Assistant
Alderman Tony Zielinski
14th Aldermanic District
286-2873
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OSKER ELLIS MACHINIST TRAINING ACADEMY

PROJECT LOCATION:

Former Tower Automotive Facility
30TH Street Industrial Corridor, Milwaukee, Wisconsin

PROJECT DESCRIPTION

The Osker Ellis Machinist Training Academy (OEMTA) sees the current situation in manufacturing as a tremendous opportunity to be of immediate service, primarily to inner city second chance job seekers, and secondarily to area community improvement groups and businesses. OEMTA is a 501 c 3 not-for-profit corporation and a Wisconsin Investment Act (WIA) provider. Its President and Executive Director is Osker Ellis.

OEMTA is a unique, phased training program consisting of classroom, breakout sessions, and on-the-job training in a supervised shop. In the shop, second chance job seekers will use state-of-the-art production machinery and fill revenue generating customer orders.

Through a challenging structured two phase training program, OEMTA will specialize in providing primarily inner city second chance job seekers the basic manufacturing training and tools to give them the best possible opportunity to succeed in today's global marketplace as well as the Milwaukee metropolitan area's strong need for well-trained and experienced machinists and welders.

OEMTA's training program includes a rigorous structured curriculum in state-of-the-art classroom and manufacturing shop/lab facilities ~~conveniently located in heart of~~ **Milwaukee's inner city, which is currently experiencing an unemployment rate of 45 to 50 percent among African American men.**

OEMTA will be a key part of a consortium of area private and public entities working to replace the inner city's cycle of crime, poverty and very limited economic opportunities with meaningful entry level job opportunities, valuable workplace skill sets, and an infusion of pride in the completion of a challenging certified job training program. Candidates for OEMTA's program will have demonstrated: acceptance of personal responsibility for their performance, attendance of 90 percent, motivation, drive, an eagerness to learn and finally an attitude to succeed.

PROJECT SIZE AND LOCATION

~~OEMTA anticipates locating in a leased facility within the former Tower Automotive Company's plant located in the 30th Street Corridor. For more than 100 years, the property was a major source of jobs as the home of A.O. Smith Corp. and Tower Automotive. At its peak, the A.O. Smith automobile frame factory on N. 27th St. supported some 9,000 workers. In 1997, the property was sold to Tower Automotive which closed its operations in March 2006.~~

Needs to be

The facility ~~is~~ located in the heart of the inner city community, making this a most convenient commute for students, and where the greatest numbers of second chance job seekers live.

PROJECT COSTS

Start-Up Financial Needs

OEMTA depends upon donations and grants of at least \$4,500,000 to \$5,000,000 to establish OEMTA as a start up not-for-profit community service business under auspices of 501 C 3. The initial 24 months require an infusion of approximately \$2,000,000 for early on daily operations and \$2,500,000 for a startup capital budget. **Afterwards OEMTA expects to be mostly self-sustaining through revenues from actual billable customer production orders and second chance job seekers' vouchers.**

The lease rate calculated for 250,000 square feet of the Tower Facility (13,000 square feet office, 26,000 square feet assessment/classroom, and 211,000 square feet shop/classroom) is at a current lease rate of \$3.50 per square foot at NNN.

JOB CREATION

At full operation, approximately 2 years into the program, OEMTA forecasts about 121 second chance job seekers will successfully complete the full training program. The 121 individuals are an annual product of 3 ½ cycles, each of 28 weeks, with about 30 to 35 job seekers in each cycle. At the start of OEMTA, the 121 successful certified job seekers will be in two focused areas, machining and welding. The two areas will be continuously monitored so the skill sets of the certified job seekers will match the area's market demands. Furthermore, if market demand warrants additional training, a second shift program could be added, which effectively doubles the number of trained individuals.



OCEAN MFG, INC.

7064 N. LINCOLNSHIRE CIRCLE
MILWAUKEE, WI 53223
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Pass the “Responsible Fatherhood and Healthy Families Act of 2009”.

Overview: Introduced by Senator Evan Bayh and Rep. Danny Davis, this act provides national funding for 1) studying barriers to employment and child support payments 2) provides funding through Department of Labor for state transitional jobs programs and 3) provides funding for employment programs that serve individuals that face barriers to employment and that are required to make child support payments.

Status: The act is currently in subcommittees in both the House and Senate. Rep. Gwen Moore is the only member of Wisconsin’s Congressional delegation to sign onto the act.

Impact: This act would provide targeted funding to address many of the barriers to employment faced by African-American males—including additional funding for transitional jobs.

Adopt a Wisconsin Noncustodial Parent Earned Income Tax Credit

Overview: In 2006 the state of New York implemented an EITC for Noncustodial parents that make child support payments. This credit requires that filers are up to date on their child support payments to noncustodial children, make less than \$32,001, and make payments through the New York State child support system. The early results from New York suggest that this program has a modest cost, but could help noncustodial parents support their children while working for modest wages.

Status: Currently New York is the only state with a Noncustodial Parent EITC.

Impact: The New York model reached a modest percentage of noncustodial parents. The cost associated with the program is based on enrollment and impact. The New York model could be modified to increase its impact based on the findings of the Urban Institute.

Shift city policies regarding residential raze orders to require that properties are deconstructed instead of demolished.

Overview: When properties are no longer habitable, a raze order is issued to demolish the home. This process typically takes a few days and requires 2-3 workers using heavy equipment. All materials are transported to a landfill. In contrast, deconstruction requires a crew of approximately 6 workers taking apart the property piece by piece over the course of about 20 working days. Regarding cost, construction can be competitive to demolition if one accounts for the many benefits construction has on the environment, historical preservation, public health, and local economy. Deconstruction,

1. reduces the community's waste production;
2. reuses usable building materials that can reduce renovation and building costs for contractors and property owners;
3. improves public health by reducing particulates produced by demolition;
4. creates more jobs compared to demolition;
5. saves and preserves the historic features of Milwaukee's homes;
6. site specific—so jobs *must* be located where properties are to be razed (typically in inner-city neighborhoods);
7. support local small business owners due to the low capacity required to run a deconstruction crew.

Status: Currently deconstruction is an emerging “green” industry. Many communities across the nation are supporting and stimulating the deconstruction industry (Oakland, Baltimore, Cleveland, Detroit, etc.) In Milwaukee, there have been a few projects to support deconstruction—funded by SDC, LISC, and the Department of City Development. These efforts can be scaled up by requiring residential raze orders to be done via deconstruction versus demolition.

Impact: This policy change would create more site-specific jobs in the inner-city of Milwaukee. These jobs require modest skills and can be done by local inner-city contractors.

Expand Mitchell Airport to position area for projected growth in airline industry

Overview: According to a recent study by Boeing, roughly 1 million jobs will need to be created to support the airline industry by 2029. These positions include pilots, support staff, and mechanics and will be stimulated by a rollover in aircraft. Milwaukee has the opportunity to tap into this job growth by positioning Mitchell Airport to absorb the increased capacity of the airline industry. A regional effort to expand Mitchell and a focused effort to connect African-American males to these positions can produce a number of benefits for the region's economy and African-American males in particular.

Status: Too early to state.

Impact: This strategy would tap into a growing market using the existing resources and natural advantages (centrally located in the United States) that Milwaukee has for growth in the airline industry.

Minority owned micro-enterprise/small business stimulus

Overview: Simultaneously to fighting racial hiring practices and reducing the spatial mismatch, Milwaukee can increase African-American male employment by enabling more African-American males to become self-employed and employee other African-American males. This can be done with micro-finance and programs to train and support African-American male small business owners. Special efforts should be made to connect participants to high growth industries.

Status: Currently there are multiple organizations that provide these services. Their efforts are noble, but often under capitalized.

Impact: A one-time large-scale capitalization of micro-finance institutions would produce long-term dividends for the community. Many of these organizations use a revolving loan model to sustain their work. These models, infused with additional capital, could be used to benefit African-American males by producing more African-American male owned businesses.