



**Milwaukee Black Male Achievement Advisory Council
Committee/Workgroup Report-back Form**

Sub-Committee ___ Family ___ Education ___ Criminal Justice
 ___x___ Employment/Workforce Development ___ Health & Wellness
 ___ Evaluation ___ Sustainability

Meeting Occurrence (How many times has committee met? Include meeting dates, agenda, and locations)

Month	Agenda	Location
January		
February		
March (3 rd and 27 th)	Mission and purpose Population and Problem Policy and Programs	MAWIB Offices
April (24 th)	Partners	MAWIB Offices
May		

Meeting Participation (Include names, title and affiliation of members present at committee meetings)

Name	Title	Affiliation
1.Clifton Crump	Mayor's Liaison Officer	City of Milwaukee
2.Preston Cole	Director of Operations Public Works	City of Milwaukee
3.Linda Stewart	Chief Operating Officer	Milwaukee Area Workforce Investment Board
4.Karen Y. Spindler	Corporate Director of Human Resources	The Marcus Corporation
5. Ted Matkom	Wisconsin Market President	Gorman and Company, Inc.



6. Alfred E. Jefferson Jr.	Manager Human Resources	Froedtert and Medical College of Wisconsin St. Joseph's Hospital Campus
7. Russell Stamper II	15 th Dist. Alderman	City of Milwaukee
8. Derrick Johnson	Executive Director	Dream MKE
9. David Crowley	District Director for State Senator Harris	State of Wisconsin
10. Jeff Roman	Benchmark Coordinator-Minority Male Achievement	Community Advocates Public Policy Institute
11. Lamont Williams		Milwaukee Area Workforce Investment Board
12. Julie Cayo		Milwaukee Area Workforce Investment Board
13. Connor Williams	Planning Analyst	Community Advocates
14. Greg Lewis	President	Pastors United
15. Angela Turner	President and CEO	Center for Self - Sufficiency
16. Evans M. Gant	Section 3 Resident Employment Coordinator	Housing Authority of The City of Milwaukee
17. Randy Crump	Chief Executive Officer	Prism Technical
18. Ralph Hollmon	President and Chief Executive Officer	Milwaukee Urban League
19. Lewis Lee		Milwaukee Fatherhood Initiative
20. Dennis Walton		Milwaukee Fatherhood Initiative
21. Shanyiell McCloud		Clean Slate
22. Teresa Thomas-Boyd		One Hope Made Strong
23. Ezzard White		One Hope Made Strong



Meeting
 (Include key
 and 7 P's recommendations)

Progress
 discussion points

<p>Problem (examine the issues and root causes of the problems)</p>	<p>Employer side: Soft skills, getting to work on time, transitioning people from training models to work, communication and getting along with others, willingness to remain at a job and advance, following direction, thinking independently, willingness to work in certain industries (stigmas) and personal baggage.</p> <p>Employee perspective: Child support matters, re-entry and lack of willingness for companies to hire them (thus no work history), driver's license matters and or lack of transportation. (*conducting a random survey of men affiliated with the Milwaukee Fatherhood Initiative for additional thoughts on barriers to employment)</p>
<p>Population (boys and men of color)</p>	<p>Unemployed men of color, ages 16 – 64.</p> <p>Youth 13 – 18....to learn business skills and become more comfortable with technology.</p>
<p>Policy (what polices exist or should exist to address issues identified)</p>	<p>Transitional Jobs:</p> <ul style="list-style-type: none"> • An agency becomes the employer of record - payroll, insurance, taxes, etc – handles all the paperwork • Gives a real work experience - as if you were in a private sector job • Host site give meaningful work
<p>Programs (what programs and services are available to address this problem or need to be created, scaled, replicated, etc.)</p>	<p>Examples of transitional job programming are:</p> <ul style="list-style-type: none"> • 75 assignments with both MAWIB and UMOS as employers-of-record and the DPW serving again as the host worksite providing job experience, skills acquisition and meaningful and needed work. • (ongoing) 25 UMOS transitional program participants to perform City street maintenance activities-initially pothole



	filling then other street maintenance activities.
Partners (Identify existing stakeholders engaged or strongly interested in this issue area)	Milwaukee Fatherhood Initiative, Milwaukee Urban League, Prism Technical. HACM, Pastors United, One Hope Made Strong, Center for Self – Sufficiency, Community Advocates
Practice (what culture needs to be challenged, changed, or created to support and sustain programs and policies that address the problem. For example the lack of a culture of collaboration is a form of practice.)	Not completed at this time
Priority (which issues are most important and offer the greatest opportunity for change based on timing, resources, etc.)	Not completed at this time

Committee Goals, Aspirations, and BMAAC Recommendations

Goals and Aspirations:

- More men of color connected to training and employment opportunities
- A reduction of barriers to workforce entry while enhancing sustained employment
- Linking available and upcoming permanent and or transitional jobs to this population

BMAAC Recommendations (in progress):

- Important to coordinate and align resources that are available and that interconnect with jobs
- We should engage employers with potential entry level jobs such as the Wisconsin Restaurant Association.
- Engage businesses and make them aware of resources that could help them with their workforce needs (i.e. MFI providing driver’s license recovery and assistance with child support matters)
- There is a need for more emphasis on requiring developers and vendors to collaborate with the city to hire residents...when doing business with the City (relate heavily to foreclosures and vacant lots)
- Benefit of a sector approach that will help people get onto a career pathway so they can take advantage of more opportunities and advance



- Creation of additional transitional job programming that targets those that currently don't qualify for the City's existing transitional jobs models (allowing the participation of those of non-qualifying TABE (Test of Adult Basic Education) scores
- A jobs summit
- The committee's role is to identify innovative approaches and lobby for them
- Help inner city residents build relationships that transcend racial and socioeconomic characteristics Lack of relationships limits employment opportunities (networking)
- Build a volunteer network of recent retirees
- Review *The Offner Report* (and other job creation documents)
- Create a powerful message to businesses: You can give back to Milwaukee
- Review the New York Department of Small Business Enterprise under Mayor Bloomberg model as it combines workforce development with economic development
- Teach men how to deal with challenging personalities on a worksite. Job skills - coming to work on time, personal problems, etc. Attitude is everything. Being productive and quality work.
- Need for expungement and additional re-entry strategies to employment
- Need employer involvement and long-term connection to participant, i.e. permanent employment and wraparound services and job skills