



WORKFORCE DEVELOPMENT PROGRAM AGREEMENT NARRATIVE REPORT

Grantee Name: Employ Milwaukee, Inc.
Project Name: Greater Arena Project, Park East (TID No. 48)
Report Quarter Ending: March 31, 2018
Date of Submission: September 12, 2018
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Summary of Grant Activities for Adult Participants

The table below illustrates funding expenditures and remaining balances. In addition, is a high-level summary of program activities and outcomes of those activities for this reporting period:

| Total Amount of Contract | Actual Spent | % of total | Remaining Amount | % of contract complete |
|--------------------------|---------------|------------|------------------|------------------------|
| \$345,000.00 | \$266, 502.00 | 77% | \$78, 498.00 | 47% |

This report, and all resulting data and funds charged against this contract only reflect those individuals who are reported on LCP Tracker for the Arena and parking structure projects. Data reported here reflects Employ Milwaukee's ETO data as summarized in the Buck's Arena Scorecard and pulled on 3/31/2018.

| Program Outcome | Reporting Period 01/01/18-03/31/18 | Cumulative Reporting |
|---|---------------------------------------|----------------------|
| Program Participants Assessed | 129 | 1558 |
| Prog. Part. provided with Workforce Dev. Services | 159 | 431 |
| Prog. Part. receiving vouchered trainings | 6 | 97 |
| Post-Sec. & MPS Students participating in MC3 | 48 | 85 |
| Prog. Part. connected to employment | 30 | 316 |
| Average wage of Prog. Part. achieving placement | \$26.77 | |



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Summary of Intake Programs and Efforts

WRTP/BIG STEP hosts various intake sessions that are networked to the public, partners and community-based organizations. We have an MOU with fourteen community-based organizations that meets monthly at WRTP/BIG STEP to discuss outreach efforts, barriers and challenges of their candidates, training opportunities that exist and referral processes to connect their candidates to opportunities in the construction and manufacturing sectors. WRTP/BIG STEP also specializes in industry-led orientations and recruitments in partnership with contractors, trades, employers, and unions based on workforce needs. Interested candidates contact WRTP/BIG STEP to register for the session and are screened for qualifications based on program eligibility and requirements. In summary, for this quarter, 385 signed up for events and 167 individuals attended.

WRTP/BIG STEP opened a Racine office at Gateway Technical College April 2018 in response to Construction industry workforce needs in the Southeast Wisconsin area.

Assessment Activities

For this reporting period, 129 individuals were assessed for enrollment into construction training services which is a primary working step which could result in various construction site projects for the Bucks Arena.

Employment Connections

As of the end of this reporting quarter, cumulatively, WRTP/BIG STEP placed 316 individuals with 241 achieving 45-Day retention.

WRTP/BIG STEP performed the following in support and development of programming for the workforce needs in the construction industry:

- A joint quarterly Training Coordinator meeting with each of the Construction Building Trades unions was held on March 2, 2018. Outreach, reporting, and industry needs were discussed as well as the challenge of enticing new workers into the construction field continues.

Average Wages

As of March 31, 2018, the average hourly wage for these placements is \$26.77 per hour, which far exceeds wages of most workforce training programs.



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Summary of Activities for Student Participants

High School Students

The MC3/MATC/Bucks Youth class had a Carpenter Journeyman spoke to the class as well a job site visit with Milwaukee Bucks Arena, and the Milwaukee Streetcar Project. Nineteen (19) individuals were expected to complete training in May 2018. Employer/Internship interviews were held the first week of April to help connect youth to summer job opportunities.

Post-Secondary Students

The adult MC3 cohort started March 19, 2018 and was scheduled to complete on May 1, 2018. Eighteen (18) individuals were selected to participate in the training.

Carpenters, Plumbers, and Bricklayers/Tile setters presented to the class. The class also had hands-on training at the Painter's hall in Big Bend. Class trainees are completing their application with JATC/JAC's and are on track to connecting to their career in construction.

Best Practice

A major obstacle for Milwaukee individuals seeking careers in the construction industry is meeting the requirement to have a High School Diploma or GED. Individuals in this situation may have the knowledge and skill but need to fill some knowledge gaps as well as have the required, state recognized credential. WRTP/BIG STEP in partnership with Literacy Services developed a curriculum that utilizes DPI's 509 diploma process to provide a competency based HSED and receive MC3 (Multi-Craft Core Curriculum) National Union Building Trade Curriculum training and certification.

The MC3-HSED cohort class began on February 19, 2018 and started with nine (9) students going through three months of unpaid training. The training components of HSED and MC3 work in correlation to provide connections and streamline the curriculums to achieve both credentials. The class is scheduled to complete May 30, 2018 with six (6) graduates. The training provides opportunity for those that encountered previous barriers to achieving their HSED and to help connect them to the construction industry and qualify for registered apprenticeship programs as a career opportunity.

WRTP/BIG STEP will be recruiting for a summer and fall 2018 cohort of MC3-HSED training as well.

The initial pilot class in fall 2017 that had five (5) graduates with two (2) of the graduates taken on as apprentices. One was a Tile setter Apprentice and one was a Laborer Apprentice.



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