Tom Barrett
Mayor

Maria Monteagudo
Director

Renee Joos
Employee Benefits Director

Nicole Fleck
Labor Negotiator

City of Milwaukee

Department of Employee Relations

To: Steering and Rules Committee Members

From: Maria Monteagudo, Employee Relations Director

RE: File No. 181767 Substitute resolution directing City departments to create reports itemizing services and resources provided in the 53206 zip code

Date: October 7, 2019

The Department of Employee Relations (DER) works diligently to recruit individuals to compete for City of Milwaukee positions and to ensure residents are informed relative to the many opportunities working for the City of Milwaukee offers. Through active, multi-media recruitment and an open, competitive selection process, DER staff members ensure that very applicant has a fair opportunity to be considered for City of Milwaukee jobs. In addition to recruiting from local colleges and universities, our staff actively recruits City of Milwaukee residents through both community job fairs and individual communication with potential applicants.

Targeted Recruitment - 53206
DER's Diversity Recruiter, Kobena-Marcus J. Collins, focuses upon recruiting candidates from 53206 and retaining those individuals within the City's selection processes.   In addition to attending the Amani Outdoor Job Fair in August 2019 and a Town Hall meeting with Alderwoman Coggs in September 2019, Mr. Collins conducts casual meet and greet sessions at locations ranging from barber shops to churches. During these visits, Mr. Collins distributes the current City's open jobs lists and encourages interested individuals to consider the City as an employer of choice. Mr. Collins visits Coffee Makes you Black on a weekly basis, and has added Calvary Baptist Church, Metropolitan Missionary Baptist Church, St. Mathew Christian Methodist Church, St. Mark AME Church and Carters' Drug Store to his weekly schedule. Additionally, Mr. Collins is designing door hangers for alderpersons to distribute to residents in 53206 during neighborhood walks. Greatly assisting in our focus upon recruitment in 53206, Mr. Collins is working with Alderpersons Coggs, Rainey and Stamper to plan three City job recruitment sessions at sites within 53206 in October and November of 2019.

Current Eligible lists and Hires
In examining recent new hire data, residents of 53206 have accepted appointment to a variety of City positions, including Diversity Recruiter, Port Finance Officer, Operations Driver Works, City Laborer, Customer Service Representative III Bilingual, Residential Code Enforcement Inspector and Urban Forestry Arborist Apprentice. For the past three years, more than a quarter of the applicants from 53206 appear on the eligible list for the position for which they applied, indicating those applicants are successfully completing the selection processes. Partnerships with community organizations and with alderpersons who serve the residents of 53206 will likely augment this number of applicants, eligibles and new hires.

Community Partnerships for Workforce Readiness

The DER is currently working with community organizations such as the Community Workforce Partnership and Compete Milwaukee to provide job readiness skills and to assist individuals, including residents of 53206, in meeting the minimum requirements for positions. Often the barrier to employment at the entry level is not having a driver's license, which is frequently a minimum requirement. Accordingly, the focus of these partnerships includes driver's license recovery, obtaining a driver's license or obtaining a Commercial Driver's License permit: the latter is often required for entry-level positions in the Department of Public Works. It is anticipated that these efforts will lead to more applicants meeting the minimum requirements for City jobs, particularly at the entry level, and an even greater number of applicants continuing in the City's selection processes.

Please do not hesitate to contact me at X3398 should you have questions or suggestions regarding our recruitment efforts in the 53206 zip code.