

# INVESTING IN A DYNAMIC WORKFORCE

Annual Report 2011-2012



Milwaukee Area  
**WORKFORCE**  
INVESTMENT BOARD, INC.



## OUR STRATEGY FOR MILWAUKEE:



## OUR IMPACT IN 2011-2012:

**1 in 6** City of Milwaukee residents received employment and training services during the year.

**1,786** youth obtained summer jobs.

**7,047** program participants received training and education services.

**3,671** job seekers found employment after receiving training education or employment services.

**1,886** businesses served or recruited job seekers.

**16,470** customer visits to 16 community kiosk sites throughout Milwaukee.

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**COVER:** Jose Perez was one of the first six workers trained to work for Trace-A-Matic in Computerized Numerical Control Machining by the Wisconsin Regional Training Partnership (WRTP-BIG STEP). The training Jose participated in is part of the Milwaukee Area Workforce Investment Board's Mayor's Manufacturing Partnership, a new initiative featuring employer-driven training.

*"This is a great fundamental start to the long learning process for a machinist."*

**Thorsten Wienss**, President of Trace-A-Matic



MAYOR TOM BARRETT

**A Message from Milwaukee Mayor Tom Barrett**

The Milwaukee Area Workforce Investment Board has had an impressive year of progressive programs which are having significant impact on getting Milwaukeeans to work. MAWIB identifies sectors with the greatest talent deficits and targets the employers in those industries so that jobseekers are better prepared for available openings. MAWIB is creating a viable workforce pipeline by continuing to connect training and education.

Some of MAWIB's most impressive accomplishments have been in Youth Services. My Earn & Learn program continues to give young people the opportunity to have a positive first work experience and the Mayor's Earn & Learn Fund allows corporate and private donors to support these efforts. I am equally proud of MAWIB's success in other youth programs, including the Milwaukee Conservation Leadership Corps and Jobs for America's Graduates.

This year, we launched the Mayor's Manufacturing Partnership as a local strategy to address the skills gap in manufacturing. I am excited about the program's early success and look forward to its future potential.

Workforce development is critical to Milwaukee's economic viability and our accomplishments this year are a direct result of our public and private partnerships. With the support of area leaders, community organizations and businesses, we will continue to connect Milwaukee jobseekers into family-supporting jobs.

Tom Barrett  
Mayor, City of Milwaukee



JOHN KISSINGER

**A Message from the Board Chair and CEO**

This year brought collaboration, creative approaches and dynamic partnerships with employers and community partners to comprehensively address workforce development needs. We would like to thank our partners and funders for their vision and contributions to our success.

We are especially proud of the growth in our sector work. Innovative approaches in the manufacturing and healthcare sectors have created unparalleled partnerships. Two partnerships exemplify grassroots collaborations by directly addressing employer needs.

In 2012, the Mayor's Manufacturing Partnership was launched and has begun to yield tremendous results, training individuals for current manufacturing job openings.

This is our second year implementing the Health Professions Opportunity Grant with the Milwaukee Area Healthcare Alliance partners the YWCA and Milwaukee Area Health Education Center. Our strategy is evolving to strengthen our reach to mid and higher level training needs. We are building the platform for a strong healthcare intermediary, serving both employers and workers. A key partnership with Aurora Health Care continues to flourish and address specific employer partnership needs.

A fundamental component of our local workforce strategy is to provide accessibility for jobseekers at all levels. From youth looking for summer employment to individuals working to re-enter the workforce after periods of unemployment, we continue to provide a seamless, integrated system.

This year, we have many accomplishments to be proud of, but there is still much more work to do. Bleak statistics, including black male unemployment, poverty and low graduation rates outpacing the nation, only serve as motivation to become more innovative.

As the workforce investment leader, we are deeply committed to developing a strong workforce for the future. This important work implemented from a local level is key to our region's economic viability.



DONALD SYKES

John Kissinger  
Chair, Board of Directors

Donald Sykes  
President/CEO



*“The Earn & Learn program exposed me to a variety of situations that I would not have otherwise been exposed to and opened up a new world full of new ideas, challenges, and opportunities.”*

**Eloisa Del Real**  
a file clerk at Metropolitan Associates was referred through the Mayor’s Earn & Learn Program in 2011.

*“I encourage other employers to participate in this program. We develop our habits at an early age. If these teens can be given a chance to develop a sound work ethic now, they will surely have a strong foundation for their future endeavors.”*

**Renee Kizewski**  
Director of Government Housing, Metropolitan Associates and Eloisa’s supervisor.

# INVALUABLE WORK EXPERIENCE FOR YOUNG ADULTS

## Gaining work skills and preparing for future employment

**M**AYOR BARRETT'S EARN & LEARN PROGRAM PROMOTES THE FUTURE VITALITY OF MILWAUKEE'S REGIONAL ECONOMY by preparing young people to become lifelong learners, productive workers and self-sufficient citizens. Earn & Learn helps young people make a successful transition to adulthood by providing opportunities to develop work-readiness skills while they earn wages working in government, community- and faith-based organizations and private sector businesses. The program has been highly successful with more than 90 percent of the young people completing the program. The Milwaukee Area Workforce Investment Board (MAWIB) operates Earn & Learn in partnership with Mayor Barrett and area business leaders. Private sector employers have supported Earn & Learn in two ways, by hiring youth and providing funding to support youth employment.

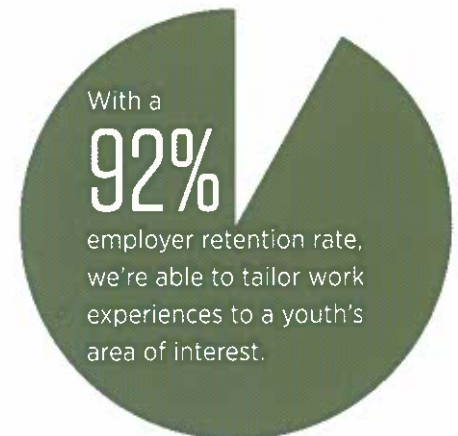
Metropolitan Associates, a property management company, has been involved with Earn & Learn for several years and is one of the largest and most experienced owners and managers of government-subsidized housing in the State of Wisconsin.

After Metropolitan Associates was personally asked by Mayor Barrett to participate in the Earn & Learn program in 2011, Eloisa Del Real was referred to the company. According to her supervisor, Eloisa is a "gift," says Renee Kizewski, Director of Government Housing, Metropolitan Associates. "She is very professional, efficient, and courteous, detail orientated and has an excellent work ethic."

Eloisa was a senior in high school when she found out about the program through the Boys & Girls Club of Greater Milwaukee. After the initial assessments, she was chosen as a private sector candidate. MAWIB scheduled an interview for a file clerk position at Metropolitan Associates and Eloisa was hired in the summer of 2011. The position was supposed to be seasonal, but has now become permanent and Eloisa continues to work at Metropolitan Associates while she attends the University of Wisconsin-Waukesha.

"As an Earn and Learn participant I would recommend that other young people participate in the program because I think it is a life changing experience," says Eloisa Del Real, Earn & Learn participant. "It exposed me to a variety of situations that I would not have otherwise been exposed to and opened up a new world full of new ideas, challenges, and opportunities."

"I encourage other employers to participate in this program. We develop our habits at an early age. If these teens can be given a chance to develop a sound work ethic now, they will surely have a strong foundation for their future endeavors," Kizewski says.



## THE COLLABORATION SNAPSHOT

### FUNDING SOURCES

- Mayor's Community Earn & Learn Foundation
- The State of Wisconsin  
Department of Workforce Development
- Workforce Investment Act

### PARTNERS

- 62 Community and Faith Based Organizations
- 15 Private Sector Businesses

### EARN & LEARN: PRIVATE SECTOR JOBS CONNECTION BUSINESS PARTNERS

- Children's Service Society of Wisconsin
- Flannery's Pub
- GESTRA Engineering
- GRAEF
- Greater Milwaukee Committee
- Maiteurop North America
- Palermo's Pizza
- Quarles & Brady
- School-Pak
- Sigma Environmental Group
- United Community Center
- United Way of Greater Milwaukee
- We Energies
- Whyte Hirschboeck Dudek S.C.
- Zilber LTD



*“Aurora has a commitment to training great workers and the social responsibility to the community to provide job opportunities. The federal funding allows us to reach more people.”*

**Rhonda Taylor Parris**, Director, Cross Cultural Services, Aurora Health Care, with **Danella Hendricks**, at right, a MAWIB Healthcare Training Institute participant enrolled in Aurora’s CNA training program.

# PROVIDING STATE-OF-THE-ART TRAINING

## Healthcare Training Institute cultivates young professionals

**T**HE MAWIB HAS IDENTIFIED HEALTHCARE AS A KEY INDUSTRY SECTOR ON WHICH TO FOCUS TARGETED WORKFORCE EFFORTS. As one of the fastest growing sectors, healthcare will provide significant job opportunities for several decades. MAWIB's approach is to work broadly with healthcare providers and workforce partners to create a long-term solution. The cornerstone of this strategy is the establishment of a healthcare intermediary known as the Milwaukee Area Healthcare Alliance (MAHA), a partnership between the YWCA and the Milwaukee Area Health Education Center. MAHA supports this sector initiative by bringing together employees with key workforce partners to meet the dual need of employers and jobseekers. One such example is our partnership with Aurora Health Care. They are a key employer champion of this effort.

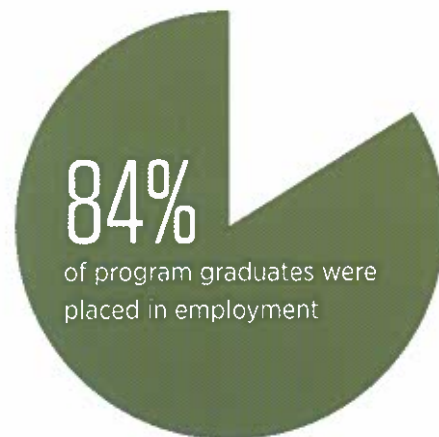
"Aurora has a commitment to training great workers and the social responsibility to the community to provide job opportunities. The federal funding allows us to reach more people," says Rhonda Taylor Parris, Director, Cross Cultural Services, Aurora Health Care.

Aurora and other major hospitals account for the majority of entry level job openings in the healthcare industry, specifically Certified Nursing Assistants (CNA's). Funding through the Health Professions Opportunity Grant has allowed Aurora Health Care to provide state-of-the-art CNA training to low income, unemployed jobseekers. Participants are recruited through the Healthcare Training Institute, an OneStop Job Center supporting jobseekers interested in careers in healthcare.

"We are training CNA candidates with the needed skills for a hospital environment," says Taylor Parris. "The CNA training we offer prepares participants for CNA positions within Aurora hospitals and other healthcare providers as well."

Another facet of MAWIB's strategy to advance individuals in healthcare careers is the School at Work program, which allows employees to attend classes while on the job. School at Work is designed for people who may need some encouragement to continue their education and increase their interest in moving along the healthcare career pathway. Aurora has a 15-week training program for medical assistants in which it pays employees while they take the course.

These innovative programs and creative partnerships are an example of the importance of collaboration to maximize resources to address needs of jobs and the talent mismatch. These initiatives will provide a pipeline of job-ready candidates to all area healthcare employers.



### THE COLLABORATION SNAPSHOT

#### FUNDING SOURCE

- U.S. Department of Health and Human Services

#### PARTNERS

- Milwaukee Area Healthcare Alliance partners the YWCA and Milwaukee Area Health Education Center
- Healthcare Employer Advisory Committee
- WOW Workforce Development Board
- Southeastern Wisconsin Workforce Development Board

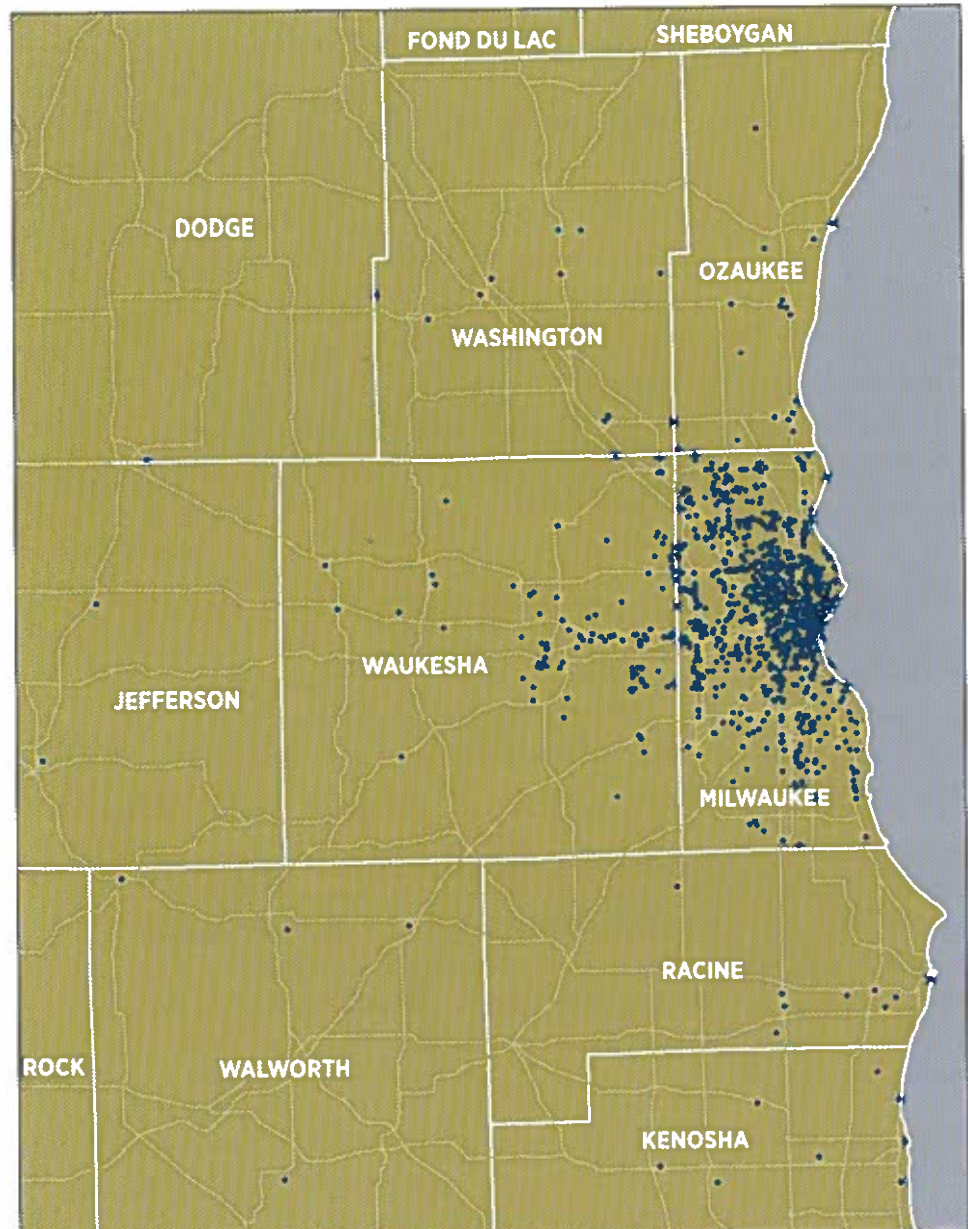
# MAWIB EMPLOYER IMPACT

## Employer Partner Locations in the Seven County Region

Employer engagement is an integral part of MAWIB's collective impact on the community it serves. This map shows the locations of the more than 1500 employers MAWIB has engaged with, putting Milwaukee County residents to work. These employer relationships span the entire seven-county Milwaukee metropolitan region and beyond. Examples of employer collaboration activities include employee recruitment, customized incumbent worker training, and dislocated worker placement. Many of these relationships are part of a sector-based strategy encompassing health care, manufacturing, construction/green, water, IT, and retail, hospitality and tourism. MAWIB strives to tie workforce needs to employer labor market needs through a responsive business system.

*“Collaborative employer relationships are critical to putting Milwaukee County residents to work.”*

**Donald Sykes**, President and CEO  
Milwaukee Area Workforce  
Investment Board



Source: MAWIB Data Services Department GIS Mapping: Nonprofit Center of Milwaukee, Inc.





# HIRE CENTER: MOVING SKILLS TO THE 21ST CENTURY

**G**AMFG Precision is a precision machine shop in Franklin serving the Diesel engine, Hydraulics and Aerospace industry. GAMFG Precision has had a long-standing partnership with the Hire Center and applauds their responsiveness to the needs of local employees and manufacturers.

In 2005 GAMFG Precision hired Adrian Sanchez, pictured above, a graduate of one of the 16 week Computerized Numerical Control (CNC) training programs. Adrian now holds a position of leadership directing the work of other employees. GAMFG Precision is committed to working with this initiative as well as other Hire Center project training and certification programs as there is a huge demand for skilled manufacturing workers in the Milwaukee area and Southeast Wisconsin.

*“The Hire Center has been instrumental in conducting Computerized Numerical Control operator Boot Camps during the last several years which provides displaced workers with basic CNC skills.”*

**Claude Lewis**, Vice President, Human Resources  
GAMFG Precision, Franklin, Wisconsin

# PROGRAM HIGHLIGHTS



## SEAMLESS AND INTEGRATED

### **Workforce Investment Act** *Serving Adults, Youth and Dislocated Workers*

**W**orkforce Investment Act (WIA) is federal funding administered by MAWIB, designed to meet the needs of jobseekers and employers. Through WIA, MAWIB provides seamless, integrated services to jobseekers and implements programs based on sector strategies and the needs of special populations.

**Adult services** are offered throughout Milwaukee County at comprehensive OneStop Job Centers. WIA Services involve a three-step process depending on the needs of the individual. The three steps are access to Core, Intensive and Training services, ranging from job search assistance, to support with earning a GED and participation in training programs.

**The WIA Youth Program** is a combination of policy and program goals to provide services to young people ages 14 to 21. The MAWIB is using a creative sector-based approach to implement its year-round youth program focusing on industry sectors as career pathways. These sectors include: Healthcare, Computer/Information Technology, Retail/Customer Service, Construction/Green Jobs, Entrepreneurship and Water.

**The HIRE (The Help-In-Re-Employment) Center** is a component of the Milwaukee Area Workforce Investment Board that provides an array of programs and services to dislocated workers in Milwaukee County. At the HIRE Center — an access point of service and a dislocated worker's OneStop Job Center — participants receive services provided by the AFL-CIO Labor and Education Training Center. These services include vocational assessment, employment counseling, case management, occupational retraining, adult basic education, literacy and language skills, computer skills, on-the-job training, job-seeking skills preparation, and job development and placement assistance. In the event that someone is aware in advance that they will become dislocated, he or she can sign up for HIRE Center services prior to their layoff or termination.

The HIRE Center's staff is skilled at addressing the specific needs of dislocated workers and guiding them on a path to a promising career. The Center is operated by the HIRE Milwaukee Consortium which includes the Milwaukee Area Workforce Investment Board, Wisconsin Job Service, AFL/CIO Labor Education and Training Center, Milwaukee Area Technical College, Milwaukee County Labor Council, and the Wisconsin Regional Training Partnership.

**235** individuals completed training through the HIRE Center this year.

A total of **467** people were placed in jobs through the HIRE Center.

## SEAMLESS AND INTEGRATED

### Food Share Employment and Training (FSET)

Food Share has two components, the first being Core Services open to all recipients, including case management, training, education and employment services for Food Share volunteers with the ultimate goal of moving them off the program and into family supporting employment. These services are provided by MAXIMUS, UMOS, the YWCA and MATC.

The second component provides special and enhanced services. MAWIB became the first organization in Milwaukee County to provide Food Share Employment Training 50/50 Match program funds through community partners the YWCA, Boys & Girls Club, MATC and Milwaukee Community Service Corp.



More than **2,300** jobseekers were served by the FSET Program.

### OneStop Job Centers and Resource Rooms

The **OneStop Job Centers** provide a wide-range of services available to the public, including assessment, case management, training, job development, job placement and other supportive services. MAWIB oversees these centers strategically located throughout the city.

Several other locations known as **Resource Rooms**, also open to the public, provide off-site access to the OneStop Job Centers. The Resource Rooms are places where jobseekers are able to access job leads, Internet employment searches, employer information, and assistance with resume writing and interview preparation. Resource Rooms also provide community resource information, including tax assistance, tax credits, heating assistance and other supportive programs.

**48,000** people visited Resource Centers this year.

#### ONESTOP JOB CENTERS/POINTS OF ACCESS

**YWCA\***

1915 N. Martin Luther King, Jr. Drive

**UMOS\***

2701 S. Chase Avenue

**MAXIMUS Southwest Job Center**

1304 S. 70th Street

**MAXIMUS Job Center Central**

4030 N. 29th Street

**Interfaith Older Adult Programs, Inc.**

600 W. Virginia Street, Suite 300

**Wisconsin Community Service**

3732 W. Wisconsin Avenue, Suite 200

*\*Location is certified by the State of Wisconsin*

#### RESOURCE ROOMS

**MAWIB**

2342 N. 27th Street

**HIRE Center**

816 W. National Avenue, 2nd Floor

# PROGRAM HIGHLIGHTS

## SEAMLESS AND INTEGRATED



## Community Kiosks

Milwaukee is on the cutting edge of Community Kiosks with units that offer assistance with employment, housing, healthcare, Food-Share benefits and access to a range of community resources. The Kiosks serve as a connection to the OneStop Job Centers and are a comprehensive way to access critical services in one location. They require very little computer knowledge with easy-to-use touch screen access to a vast amount of resources. Strategically located throughout the City of Milwaukee to be available to the population with the greatest need, they are in neighborhood libraries, Goodwill Industries, Silver Spring Neighborhood Center, the Department of Corrections and Bayshore Town Center.

### COMMUNITY KIOSK LOCATIONS

#### Atkinson Library

1960 W. Atkinson Ave.

#### Forest Home

1432 W. Forest Home Ave.

#### Martin Luther King

310 W. Locust St.

#### Washington Park

2121 N. Sherman Blvd.

#### Mill Road Library

76th and Mill Road

#### Center Street Library

2727 W. Fond Du Lac Ave.

#### Villard Square Library

5190 N. 35th Street

#### Hillside Terrace Center

1419 N. 8th Street

#### Silver Spring Neighborhood Center

5460 N. 64th Street

#### Bayshore Career Works Center

5800 N. Bayshore Drive

#### Goodwill Workforce Connection Center

3903 N. Richards Street

6055 N. 91st Street

#### Milwaukee Christian Center

2137 N. Greenfield Ave

#### Wisconsin Department of Corrections

4160 N. Port Washington Rd (Glendale)

9th Street/ Mitchell Street

Since 2009, Community Kiosks have been used **54,298** times.

## Business Services

Business Services is designed to accommodate the employer's difficulty in identifying talent that meets their needs and to help bridge that gap by focusing on solutions that meet the current and future needs of a demand-driven workforce system. The Business Service Unit provides the business community in the Milwaukee region with a single point of contact for obtaining assistance with workforce needs, including supporting businesses in recruiting and selecting qualified candidates to fill current job openings. Support includes innovative human resource services to identify and select qualified candidates as well as providing strategies that enable businesses to remain competitive and keep pace with ongoing challenges regardless of the economic climate.



## SEAMLESS AND INTEGRATED

### On-The-Job-Training

The On-the-Job Training Program (OJT) provides reimbursement to the employer of up to fifty percent of the wage rate to help offset the cost associated with training a new, permanent employee. OJT is designed specifically to help jobseekers move back into the workforce.

MAWIB works with businesses to identify OJT-qualified candidates with the specialized skills to meet a company's needs. Once the business decides who to hire, MAWIB will work with the business to design a customized training plan for the new employee.

### Mayor Barrett's Earn & Learn Youth Employment Program

Mayor Barrett's Earn & Learn Youth Employment Program promotes the future vitality of Milwaukee's regional economy by preparing young people to become lifelong learners, productive workers and self-sufficient citizens. Earn & Learn helps young people make a successful transition to adulthood by providing opportunities to develop work-readiness skills while they earn wages working in private sector businesses, government, community- and faith-based organizations. The program has been highly successful with more than 90 percent of the young people completing the program. The MAWIB operates Earn & Learn in partnership with Mayor Barrett and area business leaders.

**1,234** young adults between the ages of 14 and 21 were placed into summer jobs at more than 60 participating organizations.

# PROGRAM HIGHLIGHTS



## CONSTRUCTION AND GREEN JOBS SECTOR

### YouthBuild

**Y**outhBuild is a collaborative partnership between MAWIB, the Milwaukee Christian Center (MCC), Milwaukee Community Service Corps, Northcott Neighborhood House, and WRTP-BIG STEP to operate programs that prepare young adults for careers and employment in the construction industry. YouthBuild operates with key support and investment of the Housing Authority of the City of Milwaukee, the City of Milwaukee Community Development Grants Administration, and businesses, including KBS Construction, Gorman & Company, White Glove Environmental, Veolia and the Associated General Contractors of Wisconsin.

YouthBuild is focused on increasing educational and skills of all participants, and provides them with exposure and access to employment in the construction trades. Participants will engage in hands-on learning and classroom based GED instruction designed to assist participants to increase their literacy and numeracy skills and ultimately to complete their GED. Participants work on residential housing construction sites acquiring construction and life skills through a combination of hands-on skills learning and work-site mentorship and tutoring.

### AdultBuild

**A**dults gain valuable work experience and construction skills while receiving hands on training to move them towards sustainable job opportunities in the construction, green, energy and water sectors. This program assists participants in attaining the following industry recognized construction certifications: OSHA 10, HAZWOPER, Lead Safe Renovator, Lead Abatement Worker and Asbestos Supervisor. The adults are involved in both new-construction and deconstruction projects during their training.

AdultBuild programming is an initiative of the MilwaukeeBuilds partnership which is sponsored by MAWIB, the Housing Authority City of Milwaukee and the City of Milwaukee Community Development Grants Association and is comprised of the Milwaukee Christian Center and Northcott Neighborhood House.

## CONSTRUCTION AND GREEN JOBS SECTOR

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### Milwaukee Conservation Leadership Corps (MCLC)

This program engages high school students in meaningful year-round and summer work focused on environmental stewardship and conservation, founded and sponsored by Johnson Controls, Inc. in partnership with MAWIB, the Student Conservation Association and Mayor Tom Barrett. Youth conservation crews work 32 hours a week for six weeks during the summer in Milwaukee County Parks and the Urban Ecology Center repairing native habitat, building trails, and maintaining parks infrastructure. Additionally, youth participate in structured leadership development, team building exercises and environmental education.



### S.A.G.E. Apprenticeship Training Initiative

The S.A.G.E. program was a regional collaboration which equipped workers with green skills required to obtain and retain energy industry jobs. MAWIB partnered with the Southeast Workforce Development Board, the Waukesha-Ozaukee-Washington Workforce Development Board and the AFL-CIO LETC.

The initial goal of the S.A.G.E. program was to create a planning team which would establish enduring energy sector partnerships including a large variety of public and private sector stakeholders. The second goal was to train construction and manufacturing workers using a curriculum that included green energy skills.

## HEALTHCARE SECTOR

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**329** jobseekers have been placed since this program's founding in 2011.

### CareerWorks Healthcare Training Institute (HTI)

MAWIB's signature healthcare project, HTI, is a \$3.4 million five-year grant from the federal Department of Health and Human Services to provide training in health occupations to low-income participants. Jobs skills range from entry level short-term certificates to a two-year diploma or Associate Degree. Priority is given to jobs needed by Milwaukee area health care providers. Through this funding, MAWIB and partners also work closely with providers to assist low-income incumbent workers to further their education and advance up the career ladder.

# PROGRAM HIGHLIGHTS

## CAREER WORKS

Works is a partnership committed to paving career pathways designed to create positive changes in our labor market to the benefit of both employers and workers



## RETAIL/HOSPITALITY/TOURISM SECTOR

### CareerWorks at Bayshore

The Business Services division of MAWIB operated a facility called CareerWorks in conjunction with Multicultural Community Services, MATC, YWCA, and the Bayshore Town Center. CareerWorks was located at Bayshore Town Center and served as an employer resource center providing many services to help companies find qualified, skilled employees who are a good fit for their businesses in the retail, hospitality and tourism sector. CareerWorks also provided job seekers with individual skill building opportunities as well as group classes developed to train participants in the retail, hospitality and tourism industry. MAWIB continues to have two kiosks at Bayshore and works directly with businesses.

### Culinary Arts

The Culinary Arts Program is a longstanding model for the MAWIB, working in collaboration with Wisconsin State Fair Park and contract training provided by Milwaukee Area Technical College. The goal is to provide Milwaukee Area youth with practical training that leads to career employment opportunities. This program provides Milwaukee Area youth an opportunity to explore a real life work experience as they prepare for careers in the food service industry, while encouraging them to further pursue their educational interests.

The 2012 Program marked the eleventh year of training that has reached more than 400 Milwaukee Area youth. During the training all the participants take the "Serv Safe Certificate" exam and gain valuable experience as they prepare, cook and serve over 22,000 meals during the 11 days of the annual Wisconsin State Fair.

**33** students completed the training, translating into a 97 percent completion rate.



## MANUFACTURING SECTOR

### The Mayor's Manufacturing Initiative

The Mayor's Manufacturing Initiative addresses the shortage of skilled workers for manufacturing industry jobs by bringing together the MAWIB, the City of Milwaukee, Wisconsin Regional Training Partnership and the Milwaukee Area Technical College. The goal of the partnership is to shrink the talent mismatch by working closely with employers to train jobseekers to fill manufacturing positions and to prepare the workforce pipeline to fill future projected openings in the manufacturing industry. This project directly links employer needs to assure a placement at the end of training. Partners work with manufacturing companies to identify their workforce needs, including current and future openings. Eligible candidates — low-income, unemployed or underemployed Milwaukee County residents — receive industry specific training to fill the designated positions.



# PROGRAM HIGHLIGHTS



## MANUFACTURING SECTOR

### **Southeastern Wisconsin Power Controls Industry Partnership (PCIP)**

This regional project led by WOW Workforce Development Board, organized workforce resources in southeastern Wisconsin to promote the economic competitiveness of the power controls manufacturing industry.

The PCIP program supported an industry partnership addressing the collective needs of power controls companies, so they would have access to skilled employees while allowing workers to participate in employer-driven training for current and future openings. Additional partners included Northwest Side Community Development Corporation and MATC.

## WATER SECTOR

### **Milwaukee Regional Water Accelerator**

The MAWIB, the Water Council, the Small Business Development Centers and UW-Milwaukee, Parkside and Whitewater were awarded and are implementing the Milwaukee Regional Water Accelerator project which is part of the \$37 million dollar Jobs and Innovation Accelerator Challenge, a federal initiative to support the advancement of high-growth regional industry clusters in 20 areas across the country. Milwaukee is the only city awarded a grant for the water sector. This project is connecting assets, building synergies and partnerships, opening global markets to small businesses, as well as connecting low-income individuals to the water cluster of companies with activities such as training, internships and careers, propelling Milwaukee's water cluster forward.



## SPECIAL POPULATIONS

### Milwaukee Works! Transitional Jobs Program

**M**ilwaukee Works! was a collaborative partnership between the MAWIB, Community-Relations-Social Development Commission (CR-SDC), the YWCA of Greater Milwaukee as well as a host of community-based and faith-based organizations. MAWIB focused on the hardest to employ populations and worked to place participants in non-profit organizations and for-profit businesses to provide them with valuable work experience. This partnership was a Job Demonstration Project from the Wisconsin Department of Children and Families, that provides paid work experience opportunities called Transitional Jobs to low income adults that meet eligibility criteria. The Milwaukee Works! target population was primarily individuals that had been chronically unemployed with an emphasis on providing transferable skills so that the person will have a foundation to obtain family sustaining employment.

Participants have a wide range of transitional job opportunities, including job/career readiness preparation, barrier and skill remediation, support services, job placement and retention assistance. Participants were provided 20 hours of Job Readiness Training, up to 1,040 hours of subsidized employment and in some cases retention bonuses.

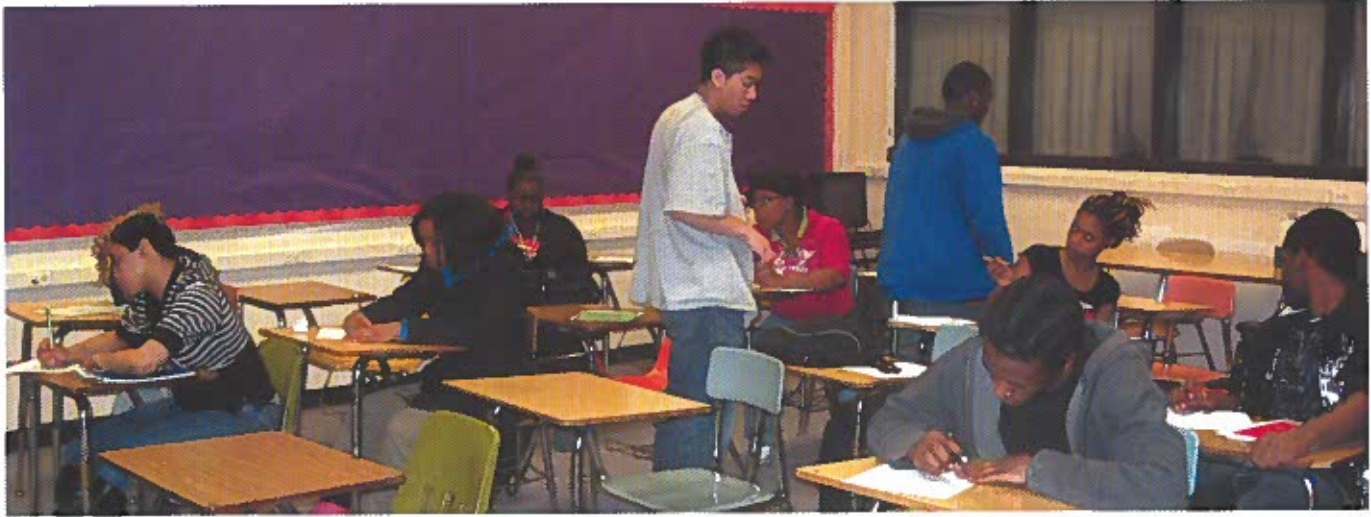
**547** total Transitional Jobs program participants completed to Job Readiness Training and worked in a Subsidized Job.

### Windows to Work

**R**eturning to your community after incarceration can prove to be very difficult. To assist this population greatly in need, MAWIB is implementing the Second Chance Grant from the U.S. Department of Labor. The subsequent initiative, Windows To Work, is assisting ex-offenders with employment, housing, medical and psychological needs. Additional services included instruction in financial literacy, conflict resolution, stress management, and problem solving to help these individuals reintegrate successfully.

Served **70** offenders  
returning to Milwaukee  
from the Racine  
Correctional Institution.

# PROGRAM HIGHLIGHTS



## SPECIAL POPULATIONS

### Jobs for America's Graduates

The Jobs for America's Graduates program is a drop-out prevention and school-to-work program. The target audience is students who are most likely to drop out of school prior to graduation, as well as students who have dropped out of school and returning to school to obtain their GED. Youth specialists provide in-school and out-of-school services to youth that will result in high school graduation or a GED.

**107** young people were served through the Jobs for America's Graduates program.

### Civic Justice Corps

The Civic Justice Corps initiative gives juvenile offenders the opportunity demonstrate accountability for their actions and make reparations to the community by participating in short term community service projects.

The target population for the Civic Justice Corps project is juvenile offenders ages 18 to 24 who have been involved with the juvenile justice system within 12 months prior to entry into the program.

Still in progress, **96** people are expected to be served through this program.

# MEET THE COORDINATING COUNCIL

## Coordinating support and service delivery for Milwaukee residents and employers

**M**AWIB's Coordinating Council is comprised of sixteen employment, training and economic development organizations, including the largest recipients of federal funds and independent entities with links to workforce development. The goal of the Coordinating Council is to coordinate institutional support and service delivery for Milwaukee residents and employers. The representatives work collaboratively to obtain new funding, increase recruitment for programs and meet community needs.

Coordinating Council representatives come together around specific opportunities to assist a new or existing business or support a particular training initiative. They can serve as a quick response team capable of taking advantage of business and economic development opportunities by preparing Milwaukee County residents for these initiatives.

The Coordinating Council's agility in pulling together resources was integral to the success of the **2012 Milwaukee Manufacturing Career Expo**. Council agencies recruited and screened individuals in advance to ensure that:

**2,000** individuals participated with **70** employers who had **1,000** job openings.



## COORDINATING COUNCIL MEMBERS

Milwaukee Area Workforce Investment Board

Milwaukee Area Technical College

YWCA of Greater Milwaukee

United Migrant Opportunity Service, Inc.

Policy Studies, Inc.

MAXIMUS Human Services

Department of Workforce Development/  
Milwaukee Job Service

Milwaukee Office: Division of  
Vocational Rehabilitation

Milwaukee County of Health  
and Human Services

Milwaukee County Office of Child Support

City of Milwaukee

Wisconsin Department of Corrections

Goodwill Industries, Inc.

Social Development Commission

City of Milwaukee Community  
Development Administration

Wisconsin Economic Development  
Corporation

Center for Vets

# BOARD OF DIRECTORS

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**We Energies**

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**Goodwill Industries of SE WI**

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**Quarles & Brady LLC**

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**Milwaukee Area Workforce  
Investment Board Inc.**

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**Helen Bader Foundation**

JOHN BARTKOWSKI  
President/CEO  
**Sixteenth Street  
Community Health Center**

CAROL BURGETT  
WDA 02 Director, Milwaukee Job Service  
**Wisconsin Department of  
Workforce Development**

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President  
**Milwaukee Area Technical College**

SHEILA D. COCHRAN  
Secretary/Treasurer and  
Chief Operating Officer  
**Milwaukee Area Labor Council,  
AFL-CIO**

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CEO  
**Center for Veterans Issues, Ltd**

LEA COLLINS-WORACHEK,  
WDA 02 Director, Division of  
Vocational Rehabilitation  
**Wisconsin Department of  
Workforce Development/  
DET Job Service**

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VP, World of Work Solutions  
**Manpower**

MICHAEL FABISHAK  
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**Associated General Contractors  
of Greater Milwaukee**

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Executive Director  
**Women's Fund of Greater Milwaukee**

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President  
**Aurora Sinai Medical Center**

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County Supervisor  
**Milwaukee County  
Board of Supervisors**

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Business Manager/Secretary-Treasurer  
**Painters & Allied Trades, Local 781  
IUPAT, District Council No. 7**

GWENDILYN KELLER  
Administrator, Employee Relations  
**Astronautics Corp. of America**

SHIRLEY LANIER  
Consultant  
**Lanier Consultant**

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President & CEO  
**UMOS Corporation Inc.**

DARRYL MORIN  
President/CEO  
**Advanced Wireless, Inc.**

JAMES ROBERTS, JR.  
Center Director  
**Milwaukee Jobs Corps Center**

HOWARD SNYDER  
Executive Director  
**Northwest Side Community  
Development Corporation**

KAREN SPINDLER  
Corporate Director of Human Resources  
**The Marcus Corporation**

JOHNNY L. THOMAS  
County Supervisor  
**Milwaukee County  
Board of Supervisors**

GREGORY THORNTON  
Superintendent  
**Milwaukee Public Schools**

DEVON TURNER  
Vice President of Urban Affairs  
**Metropolitan Milwaukee Association  
of Commerce (MMAC)**

WILLIE C. WADE  
Alderman  
**Milwaukee Common Council**

CHARLES L. WALTON  
Executive Director  
**Career Youth Development, Inc.**

WALLACE WHITE  
Principal/ CEO  
**W2Excel, LLC**

STEVEN XIONG  
Refugee Services Director  
**Catholic Charities**

# YOUTH COUNCIL

GREGORY THORNTON CHAIR  
 Superintendent  
 Milwaukee Public Schools

JOHN KISSINGER  
 President and CEO  
 GRAEF

WILLIAM MALONE  
 Youth Development Coordinator  
 City of Milwaukee

SHARLENE MOORE  
 Director  
 Urban Underground

JAMES ROBERTS  
 Center Director  
 Milwaukee Jobs Corps Center

JERRY ROBERTS  
 Program Officer  
 Helen Bader Foundation

CHARLES L. WALTON  
 Executive Director  
 Career Youth Development, Inc.

MACARTHUR WEDOLE  
 Executive Director  
 Northcott Neighborhood Center

# STATEMENT OF ACTIVITIES

Years ended June 30, 2012 and 2011

INCOME STATEMENT	2012	2011
<b>Support and Revenue</b>		
Government Service Contracts	\$20,978,956	\$ 22,223,386
Other Revenue	409,145	183,042
<b>Total revenue</b>	<b>21,388,101</b>	<b>22,406,428</b>
<b>EXPENSES</b>		
<b>Program Services</b>		
Youth Services	5,027,569	4,590,268
Adult Services	9,599,093	9,756,566
Dislocated Workers Services	3,740,660	4,216,386
Other	37,350	179,187
<b>Total Program Services</b>	<b>18,404,672</b>	<b>18,742,407</b>
<b>Supporting Activities</b>		
Management and General	3,616,440	3,827,997
<b>Total expenses</b>	<b>22,021,112</b>	<b>22,570,404</b>

# FUNDED PARTNERS

Aurora Health Care  
 Area Health Education Center — Milwaukee  
 Boys & Girls Clubs  
 City of Milwaukee  
 Community Connections  
 Discovery World  
 DWD  
 Growing Power, Inc.  
 Hmong American Friendship  
 Interfaith Older Adult Program  
 Legal Action of Wisconsin

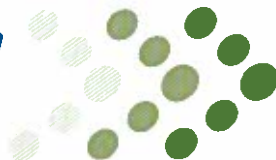
Milwaukee Area Technical College (MATC)  
 Maximus, Inc.  
 Milwaukee Christian Center  
 Milwaukee Community Serv. Corp  
 Milwaukee County Parks  
 Milwaukee Center for Independence  
 Milwaukee Public Schools  
 Milwaukee Employment and Training  
 Milwaukee Urban League  
 Northcott Neighborhood House  
 Planning Council

Running Rebels Community Org.  
 SE WI WIB (Kenosha County)  
 Social Development Commission (SDC)  
 United Migrant Opportunity Service  
 United Neighborhood Centers of Milwaukee  
 UW-River Falls  
 Wisconsin Regional Training Partnership  
 (WRTP)/BIG STEP  
 Wisconsin State AFL-CIO  
 Wisconsin State Fair Park  
 WOW Workforce Development, Inc  
 YWCA of Greater Milwaukee

## OUR MISSION

The Milwaukee Area Workforce Investment Board will build a strong workforce development system by planning, coordinating, collaborating and monitoring workforce initiatives with businesses, partners and community stakeholders at the local, regional and state level to ensure a skilled and productive workforce for the 21st century.

*Milwaukee Area*  
**WORKFORCE**  
*INVESTMENT BOARD, INC.*



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