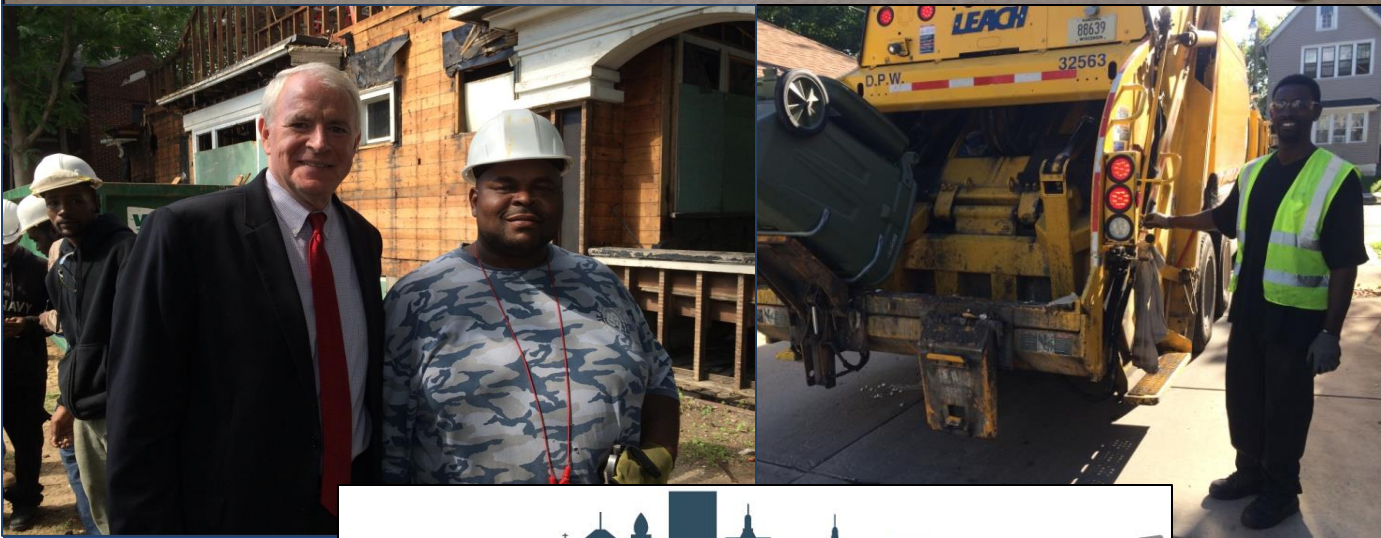


COMPETE MILWAUKEE



City of Milwaukee

Finance &
Personnel
Committee

2017 Budget
Hearing

Compete
Milwaukee

October 5, 2016

AGENDA

- “What is Compete Milwaukee?”
- Leveraging Workforce Resources
- Employ Milwaukee
 - Workforce Development Boards
 - Needs & Opportunity Assessment
 - Strategy
 - Youth & Adult Programming
- Community Work Partnerships
- 2016 Compete Milwaukee
 - Goals & Evaluation
 - Budget
 - Implementation Summary
 - Programs
 - Career Pathways
 - Outcomes & Placements
- 2017 Compete Milwaukee
 - Program Enhancements
 - Leveraging Funding
 - Budget

WHAT IS COMPETE MILWAUKEE?

Compete Milwaukee is a strategy to support both the workforce and the employers in our labor market, providing workforce opportunities leading to family-supporting employment, while strengthening our community and local economy.

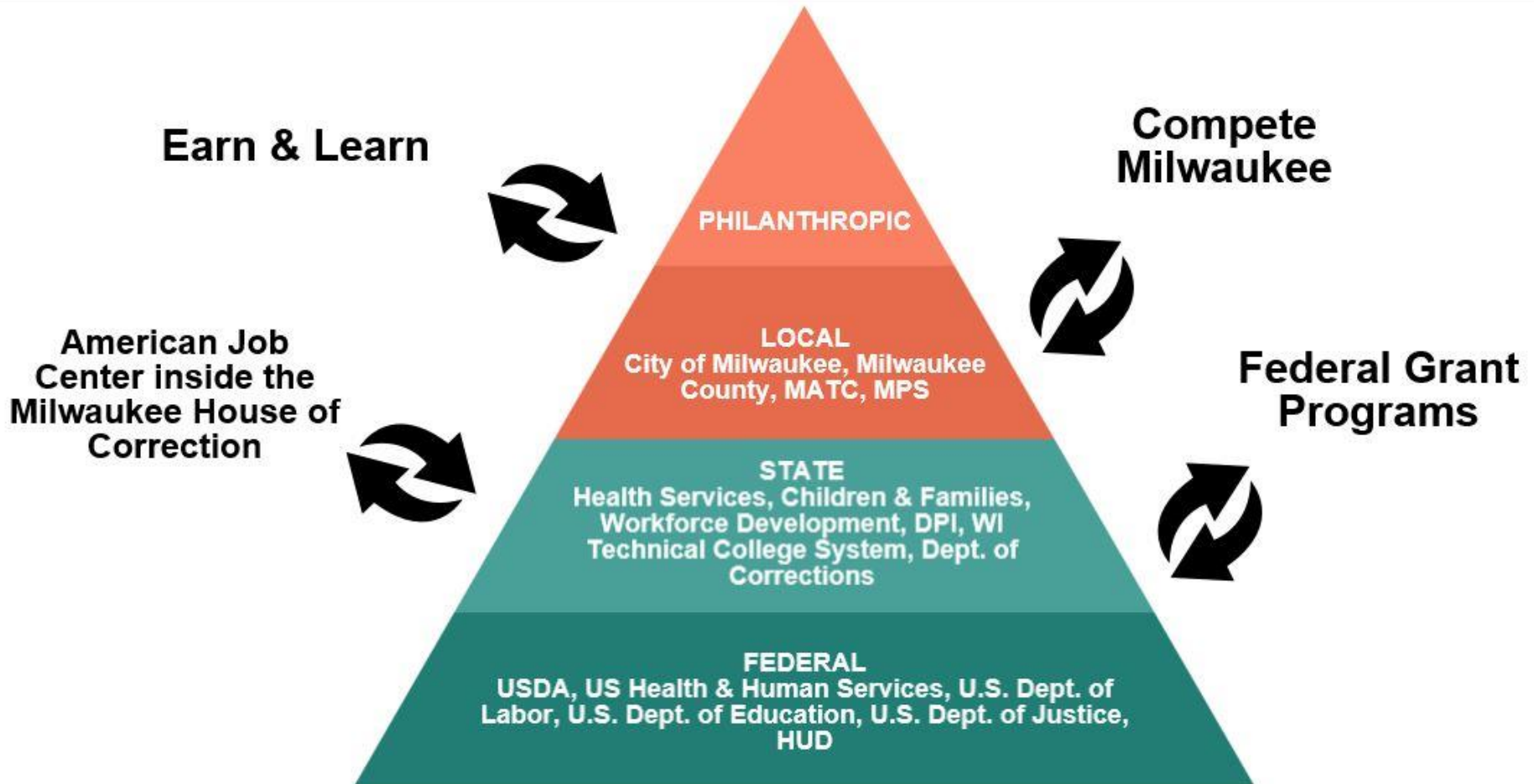
“To address the disproportionate impact of underemployment of city residents, we must identify job and occupational growth Opportunities that connect to key industries and catalytic economic development projects”

-Mayor Tom Barrett

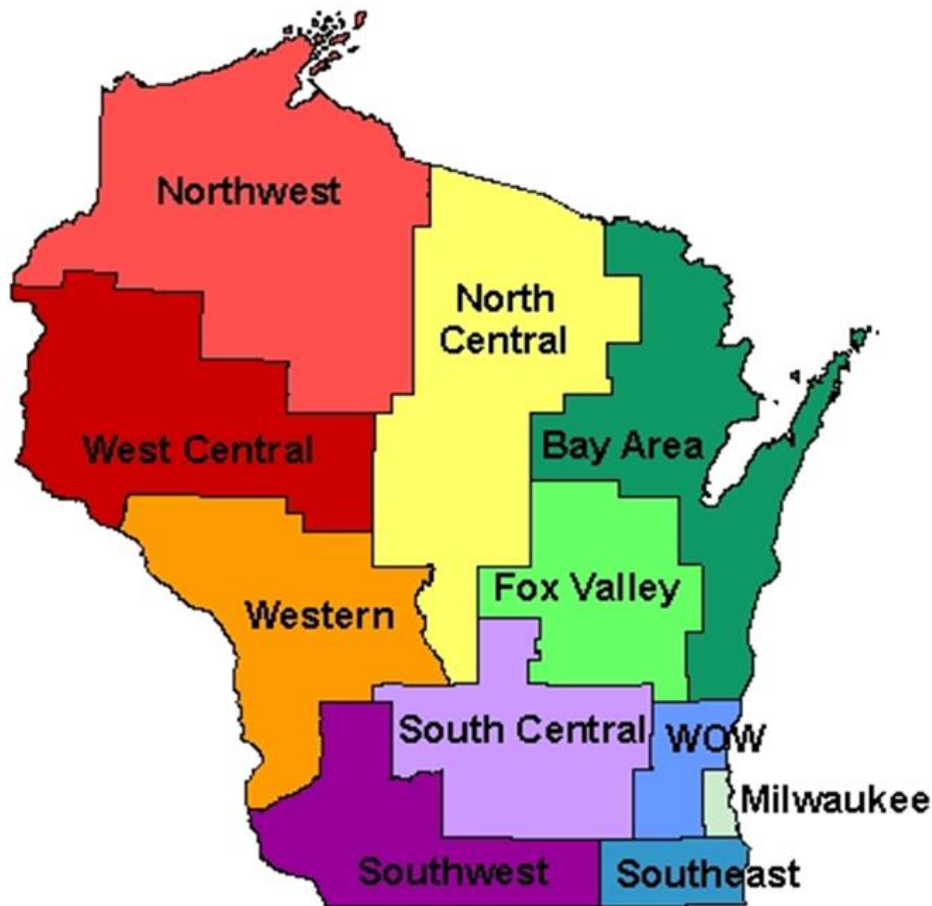


Mayor Barrett, Alderman Stamper and Compete Milwaukee Alumni

LEVERAGING WORKFORCE RESOURCES



WORKFORCE DEVELOPMENT BOARDS



- Mayor Barrett is the “*Chief Local Elected Official*” and appoints the Board of Directors
- Employ Milwaukee serves Milwaukee County and is the largest workforce development board in the State
- The Workforce Innovation and Opportunity Act (WIOA) is the primary federal funding source for the workforce system

ASSESSMENT OF NEED AND OPPORTUNITY

Long Term Unemployment

- A person who has been unemployed between 27 - 52 weeks has only a 12% chance of getting a job.
- In 2013, there were 10,174 long-term unemployed in Southeastern Wisconsin - 6,010 (60%) resided in Milwaukee County.
- Although the city comprises only 10% of the state's population, 32% of all 2015 layoffs occurred here.

Employment Disparity

- Employment Rate for African American males in their prime working age (25-54) = 52.7%
- Employment Rate for Caucasian males in their prime working age (25-54) = 85%

LEVERAGING RESOURCES TO BUILD SOLUTIONS





EMPLOY MILWAUKEE PROGRAMS

Youth

- Summer Jobs and Beyond*
- YouthBuild*
- Youth Apprenticeship*
- WIOA Out of School
- WIOA In School Youth
- Transform Milwaukee Jobs Foster Care
- Making Milwaukee Work for Youth
- Earn & Learn

Adult

- TechHire*
- American Apprenticeship*
- American Job Center in the House of Correction*
- Milwaukee Builds
- WIOA Adult and Dislocated Worker
- Windows to Work
- Department of Corrections Job Placement
- UpLift Milwaukee (with Milwaukee County)

*New funding in 2016

EMPLOY MILWAUKEE/MILWAUKEE COUNTY HOUSE OF CORRECTION JOB CENTER

- ***22,985 individuals released to Milwaukee County (1993-2008)***
- ***Incarcerated adults in Milwaukee County are of prime working age:***
 - ***Of those on probation or parole, 91% are under age 55, and 74% are under age 45.***
 - ***Of those released from State correctional facilities but not on probation or parole, 92% are under age 55 and 69% are under age 45***
- **\$500,000 two year grant from the U.S. Department of Labor to establish an American Job Center in the Milwaukee House of Correction**
- **Pre- and post-release career services for inmates to help them gain employment and reduce recidivism rates**
- **750 individuals will receive self-service American Job Service offerings and 125 will receive intensive services**



YOUTH PROGRAMS

- The average unemployment rate in the inner City of Milwaukee is 30.6% among residents ages 16-24 compared to the national rate for youth of 20.4%



- 71 young adults
- Career readiness
- GED/HSED
- Construction, manufacturing, and hospitality training



- Summer Youth Internship Program: 179
- Employ Milwaukee Summer Youth Program: 959
- Private Sector Job Connection: 925

SUMMER JOBS AND BEYOND

- 350 young adults
- Career readiness
- Education
- Summer and year round employment

POLICY + RESOURCES = SUCCESSFUL COLLABORATION

City of Milwaukee Residential Preference Program (RPP) + City of Milwaukee funding + WIOA funding =



- Outreach to Milwaukeeans
- Resident Preference Program (RPP)
- Assess, Train and Place
- Employment Services
- Connection to Employment



COMMUNITY WORK PARTNERSHIPS

DPW

- **River Skimmer** - Milwaukee Community Service Corps
- **Riverwalk Maintenance** - Milwaukee Community Service Corps
- **Clean and Green Program** - Wisconsin Community Services
- **Leaf Collection Program** - Wisconsin Community Services
- **Urban Forestry Training Program** - Employ Milwaukee & WRTP/Big Step
- **Vacant Building Daytime Board-ups** - Running Rebels
- **Concrete Field Training** - Milwaukee Job Corps
- **Vacant Lot Debris Removal** - Riverworks
- **Vacant Lot Beautification (Strong Neighborhood Lot Maintenance)** - Walnut Way Conservation Corp
- **Beerline Bike Trail Mowing & Litter Pick-up** - Riverworks
- **Kinnickinnic Bike Trail Mowing & Litter Pick-up** - Milwaukee Community Service Corps
- **Vacant Lot Maintenance** - Targeted lots in Aldermanic Districts 6 & 15 (Mowing & Snow/Ice Removal) - Milwaukee Community Service Corps
- **Freeway Parcels Right-of-Way Mowing** (complaint based) - Milwaukee Community Service Corps
- **North Avenue Beautification Project** - Watering Hanging Baskets - Walnut Way Conservation Corps
- **City Planter Pots** (moving planters to various locations) - Walnut Way Conservation Corps

DCD

- **Milwaukee Builds** - Northcott Neighborhood House
- **Northside Housing Initiative** - Gorman & Co.

ECO

- **Me² Program**
- **Energy Analyst (BPI) Training**

DNS

- **Hybrid Deconstruction Pilot, Jobs Act**
- **Garage Deconstruction, Jobs Act**
- **Deconstruction & Asset Recovery Pilot, Strong Neighborhoods Plan**

COMMUNITY WORK PARTNERSHIPS



COMPETE MILWAUKEE 2016 PROGRAM OUTCOMES & 2017 BUDGET PLANNING

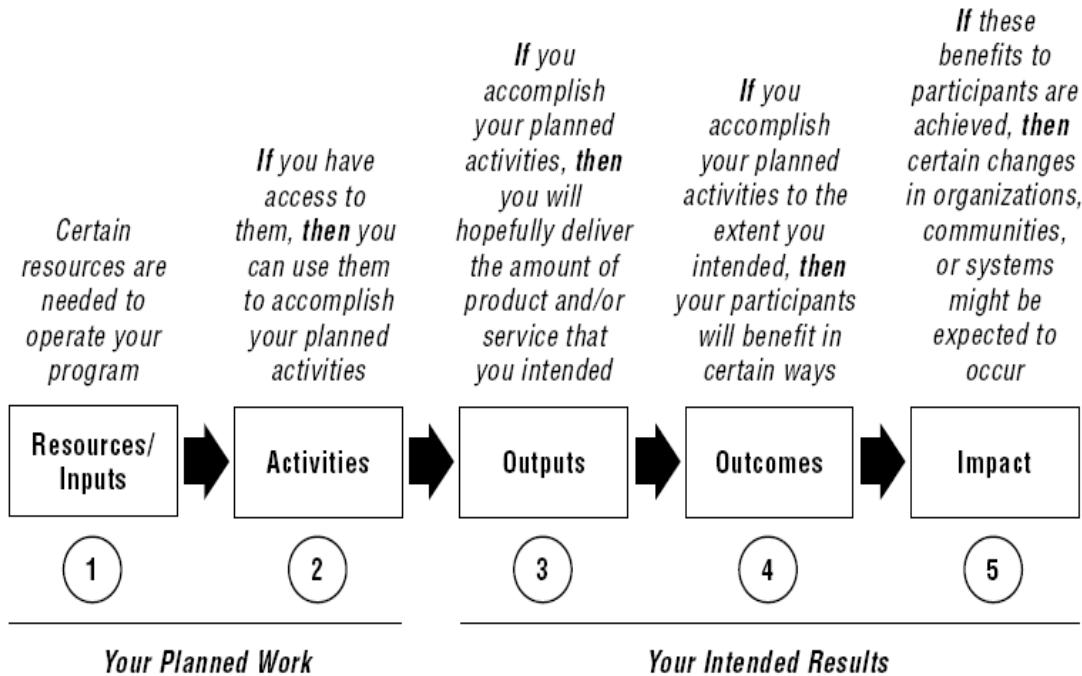


Program Goals

- Provide enhanced levels of services
 - Focus on quality work experience for each participant and program activity
 - Create pathways to unsubsidized employment
 - Connect to other City initiatives
 - Leverage other programs and funding
-

GOALS MEASUREMENT EVALUATION

A Logical “If Then” Sequence of Evaluation



Outcome 1: Number of Placements within each city department.

Outcome 2: Number of individualized assessments and the number and nature of tutoring and certification obtained pursuant to City’s contract with WRTP/BIG STEP.

Outcome 3: Number of participants who enter the labor market and gain valuable work experience, career coaching, resume building and professional references.

Outcome 4: Participants obtain and retain unsubsidized employment after work with City.



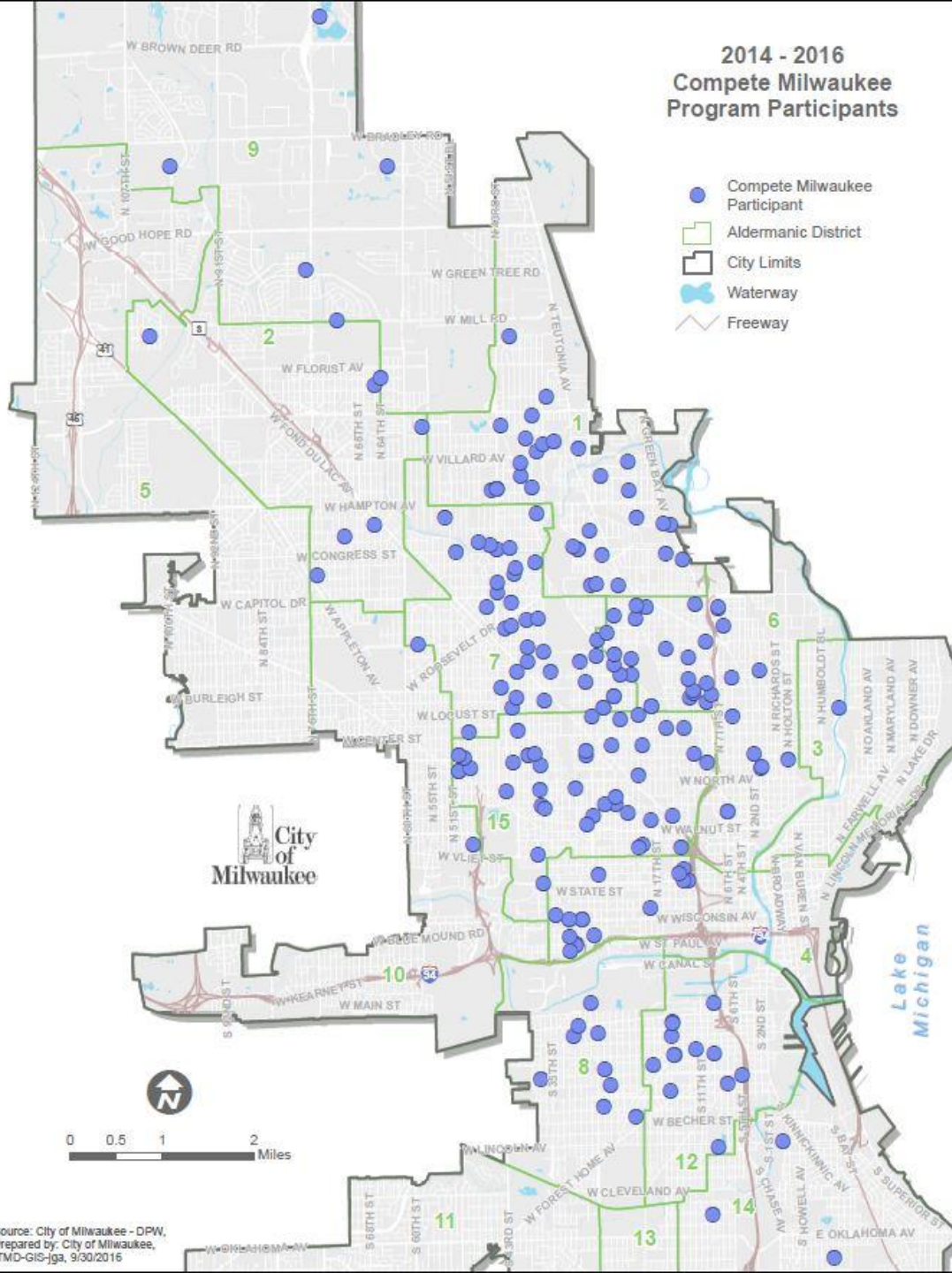




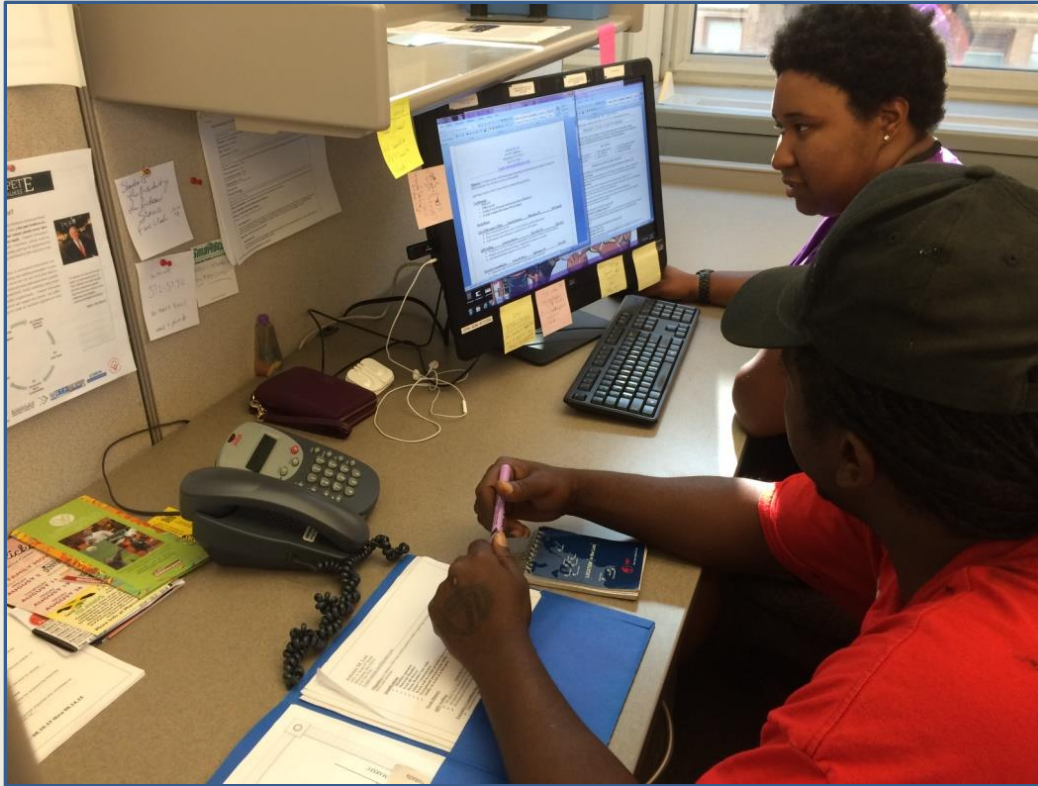
LAST YEAR'S BUDGET - 2016 BUDGET

Partnering Agency Program	Placement Goals	Actual Placements	CDBG	Levy	RACM	Federal (TANF)	Total
6-Month Transitional Jobs (UMOS)	60	46	\$288,900			\$573,840	\$862,740
3-Month Transitional Jobs (Employ Milwaukee)	25	21	\$179,738				\$179,738
MPD Ambassadors (Employ Milwaukee)	15	15		\$107,843			\$107,843
Milwaukee Builds (Northcott)	7	11		\$108,000			\$108,000
Pipeline to Promise (Running Rebels)	30	30		\$150,000			\$150,000
Career + In-School Youth (Employ Milwaukee)				\$27,000	\$93,000		\$120,000
Career Pathways (WRTP/BIG STEP)			\$140,000				\$140,000
Compete Milwaukee Liaison			\$30,000	\$45,000			\$75,000
TOTAL	137	123	\$638,638	\$437,843	\$93,000	\$573,840	\$1,743,321

2014 - 2016 Compete Milwaukee Program Participants



IMPLEMENTATION SUMMARY



- **Planning Meetings**
- **Recruitment**
- **Pre-Employment Requirements**
- **Interviews**
- **Orientations & Trainings**
- **Progressive Disciplinary Policies & Procedures**
- **Case Management**
- **Career Pathways**
- **Coaching**
- **Best Practices**
- **Employment Opportunities**
- **Ongoing Support & Encouragement**

MILWAUKEE POLICE AMBASSADORS

Administered By:

Milwaukee Police Department
Compete Milwaukee Liaison

Employer of Record:

Employ Milwaukee

Funding Source & Amount:

City Tax Levy Budget; \$107,843



**Participants
Served Goal**

15

**Participants
Served To Date**

15

RUNNING REBELS

MPS CAREER PLUS COORDINATORS



Summary:

A summer job for young adults in the Pipeline to Promise Initiative

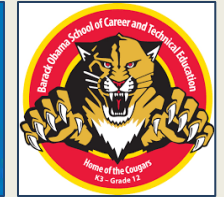
Administered By & Employer of Record:

Running Rebels

Funding Source & Amount:

City Tax Levy Budget; \$150,000

Participants Served Goal	Participants Served To Date
30	30



Summary:

An in-school youth program that provides Career Coordinators at four MPS high schools. City funding funds two of four MPS schools.

Administered By & Employer of Record:

Employ Milwaukee

Funding Source & Amount:

City Tax Levy Budget & Revenue From Sale of RACM Property; \$120,000

Intensive Services	Career Services
100	All Eligible Students

TRANSITIONAL JOBS

Summary:

A six and three month transitional job work experience within a City department

Administered By:

City Departments
 Compete Milwaukee Coordinator
 Compete Milwaukee Liaison

Employer of Record:

UMOS
 Employ Milwaukee

Funding Source & Amount:

CDBG & TANF; \$1,042,478

Assigned Placement	Goal	Served to Date
DPW – Streets	25	22
DPW – Sanitation	25	20
DPW – Forestry	18	17
DPW – Parking Enforcement	2	3
DPW – Administrative Services	0	1
Department of Neighborhood Services	2	2
Milwaukee Fatherhood Initiative	1	1
Port of Milwaukee	2	1
Running Rebels	30	30
Milwaukee Police Ambassadors	15	15
Compete Milwaukee Builds	7	11
TOTAL	127	123

CAREER PATHWAYS TRAINING SERVICES

Summary:

Career pathways and training services provided to six and three month transitional job work experience participants

Administered By:

WRTP/BIG STEP

Compete Milwaukee Coordinator

Compete Milwaukee Liaison

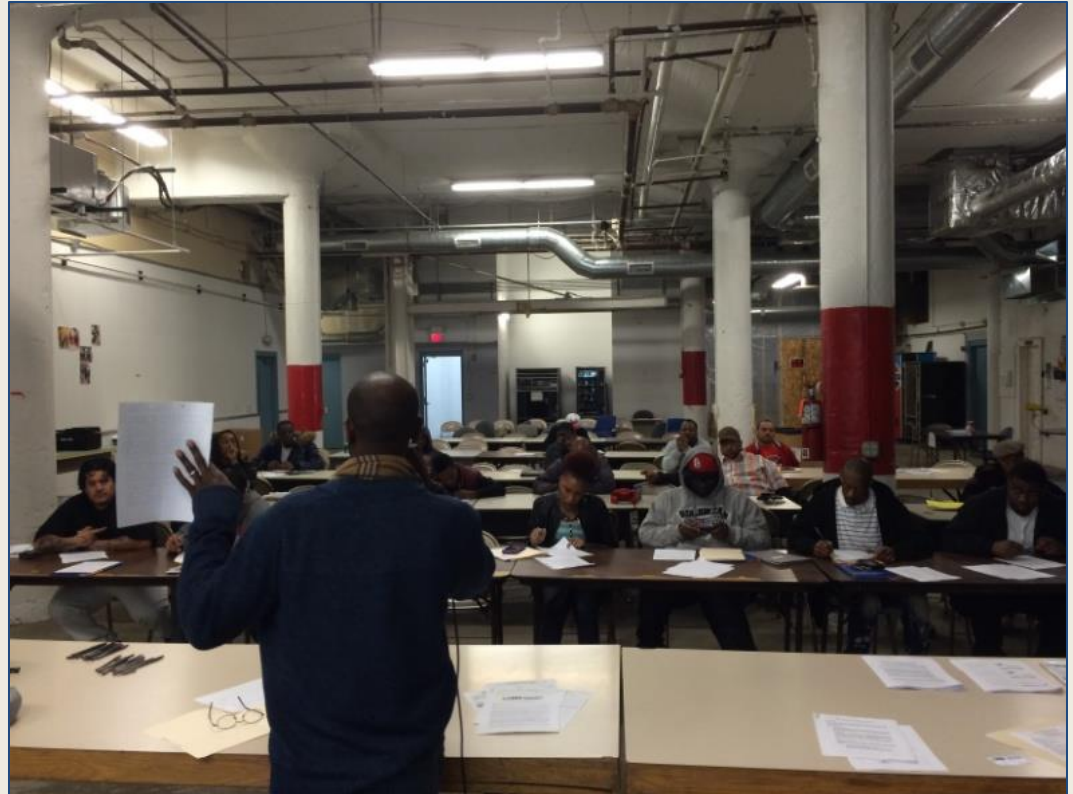
Program Participants From:

UMOS

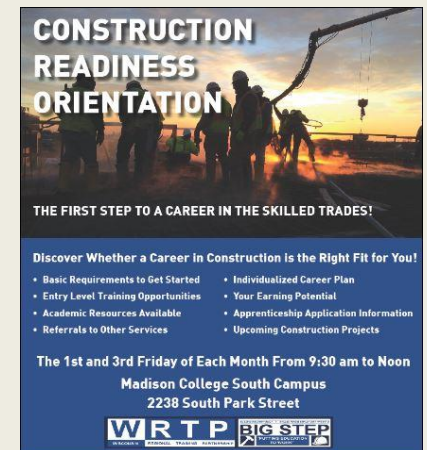
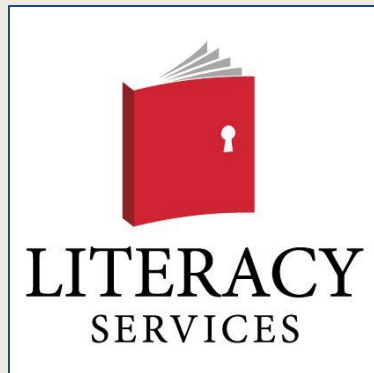
Employ Milwaukee

Funding Source & Amount:

CDBG; \$140,000

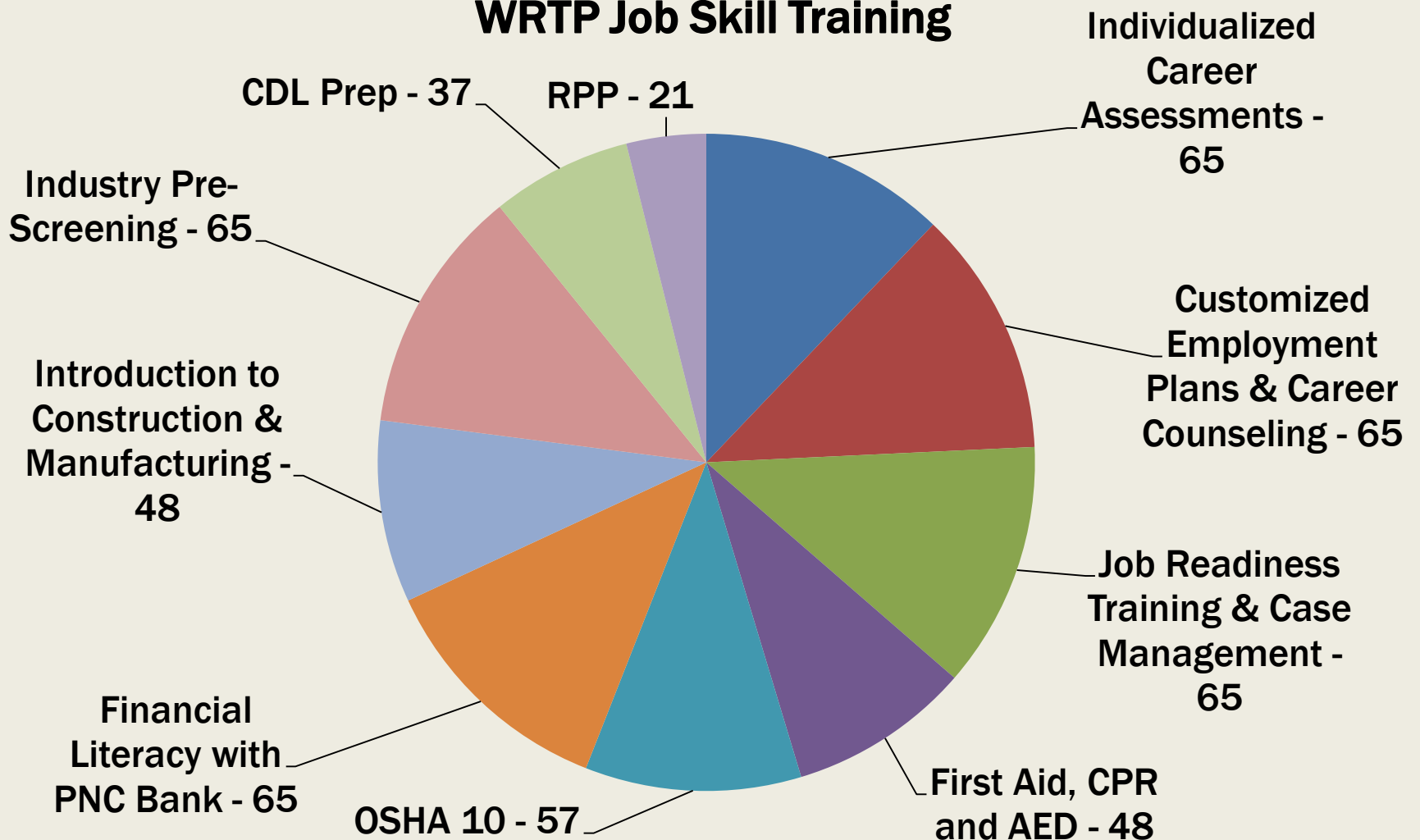


CAREER PATHWAYS TRAINING SERVICES



CAREER PATHWAY TRAINING SERVICES

WRTP Job Skill Training



2014-2016 UNSUBSIDIZED EMPLOYMENT

- DUWE Metals - Northwestern Mutual construction project: 5
- Northcott Neighborhood House: 6
- Gorman & Co.: 5
- Strattec (Molten Metal Pourer and Tumble Barrel Operator): 2
- Time Warner Cable: 1
- Northern Exposure Landscaping: 1
- Schneider National: 1
- Quad/Graphics (Forklift Operator): 1
- Tri-City Bank: 1
- Contemporary Services Corporation: 1
- American Securities & JBM Securities: 1
- Walmart: 1
- Amri Counseling Services: 1
- Peachie Clean: 1
- Capstone Logistics: 1
- City Wide Transit: 1
- Galioto Towing: 1



2014-2016 UNSUBSIDIZED EMPLOYMENT

- City, DPW – City Laborer Seasonal: 7
- City, DPW - Forestry Temporary Landscape Laborers: 7
- City, DPW - Parking Enforcement, Parking Information Desk: 1
- City, DPW - Parking Enforcement, Curb Painting Lead Tech: 1
- City, DPW – Sewers Engineering Drafting Tech: 1
- City, DPW - Electrical Services Temporary Laborers: 12
- City, DPW - Sanitation Supervisor (also worked in Electrical Services): 1
- City, MPD - Community Service Officer: 4
- Employ Milwaukee: 1
- House of Corrections: 1
- American Securities: 1
- US Navy: 1
- Milwaukee Sheriff's Department: 1
- Goodwill: 1
- Gained unsubsidized employment independently: 8
- Post-Secondary Enrollment: 7
- TOTAL: 86



COMPETE MILWAUKEE BUILDS

Summary:

A six month career pathway for Compete Milwaukee alumni in the Milwaukee Builds training program

Administered By:

Department of City Development
Northcott Neighborhood House
Compete Milwaukee Liaison

Employer of Record:

Northcott Neighborhood House

Funding Source & Amount:

City Tax Levy Budget; \$108,000



Participants Served Goal	Participants Served To Date
7	11

2017 PROGRAM ENHANCEMENTS

Integrating Employ Milwaukee Business Services

- Tracking & Evaluation
- Responsive Resumes
- Registration with JobNet
- WIOA Co-Enrollment
- OWRA Assessment
- Portfolio of Work Certifications
- Connection to Private Sector Employment



COMPETE MILWAUKEE - 2017 BUDGET

Partnering Agency Program	Placement Goals	CDBG	Levy	Federal (TANF)	Total
6 Month Transitional Jobs (UMOS)	50	\$339,341		\$573,840	\$913,181
MPD Ambassadors (Employ Milwaukee)	20	\$35,000	\$166,000		\$201,000
Career Pathways (WRTP/BIG STEP) Evaluation & Tracking (Employ Milwaukee)		\$140,000			\$140,000
Compete Milwaukee Liaison		\$65,000	\$35,000		\$100,000
TOTAL	70	\$544,341	\$201,000	\$573,840	\$1,319,181



COMPETE MILWAUKEE

Thank you!

Questions?

