

# COMPETE MILWAUKEE



CITY OF MILWAUKEE

COMPETE MILWAUKEE  
UPDATE

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# BACKGROUND

- **Concentrated Unemployment:** In 2013, 10,174 long-term unemployed in Southeastern Wisconsin - 6,010 (60%) resided in Milwaukee County.
- **Increased Job Loss:** In 2015, 12 companies in Milwaukee have had plant closings and/or mass layoffs, affecting 3,379 workers – three times the total of 2014.
- **Concentrated Layoffs:** Although the city comprises only 10% of the state's population, 33% of all layoffs occurred here.
- **Unemployment Effects:** A person who has been unemployed for five weeks or less, has a 31% chance of getting a job and a person who has been unemployed between 27 - 52 weeks, has only a 12% chance of getting a job.

# BACKGROUND

## Milwaukee Employment Overview

City of Milwaukee unemployment rate	9.3% (25,779 – almost 3 points higher than the metropolitan area as a whole)
Black Male Population, City of Milwaukee	11%
Black Male Unemployment, City of Milwaukee	55% (44,000 individuals)
Employment Rate, Black Males (ages 25-54)	52.7%
Employment Rate, White Males (ages 25-54)	85.0%

# COMPETE MILWAUKEE – FIVE STRATEGIES



# TRANSITIONAL JOBS

- One component of the Compete Milwaukee program: *supply side*
- Job placements within city departments according to their ability to:
  - Enhance levels of city services to residents and taxpayers
  - Create pathways to unsubsidized employment
  - Administer within city departments without increasing the bottom line in administration costs
  - Connect to other city initiatives and priorities

# 2014 TRANSITIONAL JOBS

**April 2014: Mayor  
Barrett and the  
Common Council  
adopted resolution  
131797**

**June 2014: City  
adopted resolution  
140111**

**Approximately 75  
MAWIB and UMOS  
participants placed  
in 2014**



# COMPETE MILWAUKEE STRATEGY #3 - COMMUNITY WORK PARTNERSHIPS – TRANSITIONAL JOBS

- ➔ Three or six month work experience
- ➔ Multiple city departments
- ➔ Personalized assessments and career pathway training



# STRENGTHENING PROGRAM



- **Worker Orientations**
- **City Staff Trainings**
- **Website**
- **Online Performance Database**
- **Progressive Disciplinary Policy and Procedures**
- **Increased Case Management**
- **Individualized Assessments and Trainings**



# INFORMATION SESSIONS

Recruitment Events	Total Attendance
1/14 MAWIB	242
2/11 MATC	69
3/4 MAWIB	48
Totals	359



## INFORMATION SESSION

**JOIN US!**

**Wednesday, January 14, 2015**

**9:00 a.m. to 11:00 a.m.**

**OR**

**2:00 p.m. to 4:00 p.m.**

**At The Milwaukee Area  
Workforce Investment Board  
2342 N. 27th Street  
(27th and North Ave.)**

# VERIFYING ELIGIBILITY

## Department of Children and Families Participants Criteria:

- Reside in program area at time of enrollment  
(Sherman Blvd, Silver Spring, Hwy 43, Mitchell Street)
- Must be 18 – 64 years old at the time of enrollment
- If older than 24 years of age, must be the biological, adoptive or primary relative caregiver of a child under the age of 18
- Have one of the following: child support order, child welfare reunification plan or be an ex-offender
- Unemployed for the last four (4) consecutive calendar weeks prior to enrollment
- Cannot be receiving W2 benefits and not eligible to receive Unemployment Insurance Compensation
- Annual income less than 150% of federal poverty guideline for household size

# ORIENTATIONS & TRAININGS

- ➔ **Compete Milwaukee city managers and staff general training**
- ➔ **Compete Milwaukee work site specific training for city departments**
- ➔ **UMOS or MAWIB worker orientations**
- ➔ **Compete Milwaukee worker orientations**
- ➔ **DPW safety orientations & work rules trainings**
- ➔ **Work site worker trainings and orientations**



# 2015 PLANNED/ACTUAL PLACEMENTS

Assigned Placement	Planned	Actual
DPW – Forestry	30	29
DPW – Streets	25	21
DPW – Sanitation	25	19
DPW – Street Lights	10	0
DPW – Water Works	8	4
DPW – Parking	2	3
Police	20	17
DCD	13	13
Port	2	2
HACM	0	4
MFI	0	1
<b>TOTAL</b>	<b>135</b>	<b>113</b>

# PLACEMENT CHALLENGES

## Background Check Review

- Large influx of background checks created capacity challenges
- Streamlining review processes with DER & DPW HR

## Placement Strategy

- Strict eligibility requirements
- Ongoing recruitment and placement schedule

## Program Interruption

- Shortfall in worker wages and additional state funding secured
- Placement stopped and referred to summer program

## Attrition

- Always expected
- Increased hands on Case Management



# 2015 PLACEMENTS-DPW



**DPW  
Placements:**

**29 Forestry**

**21 Streets**

**19 Sanitation**

**4 Water**

**3 Parking**





# 2015 PLACEMENTS- OTHER CITY DEPARTMENTS



**2015  
Placements:**

**17 MPD**

**13 DCD/DNS**

**4 HACM**

**1 MFI**

**2 Port**

# 2015 PLACEMENTS

Placement	Placed	Exited *	Currently Placed
DPW – Forestry	29	8	21
DPW – Streets	21	10	11
DPW – Sanitation	19	3	16
DPW – Water	4	3	1
DPW – Parking	3	1	2
MPD	17	4	13
DCD	13	3	10
HACM	4	0	4
Port	2	0	2
MFI	1	1	0
Total	113	33	80

\* Exited includes: found employment, dismissed or voluntary participant exits

# SUMMER JOBS FOR ADULTS INITIATIVE

- Accelerated three month program
- Less restrictive criteria
- Opportunity to gain work experience and benefit from Career Pathways trainings
- 57 candidates recruited using multiple recruitment strategies
- **The Compete Milwaukee strategy seeks to provide opportunities to individuals at multiple stages in their career pathways**



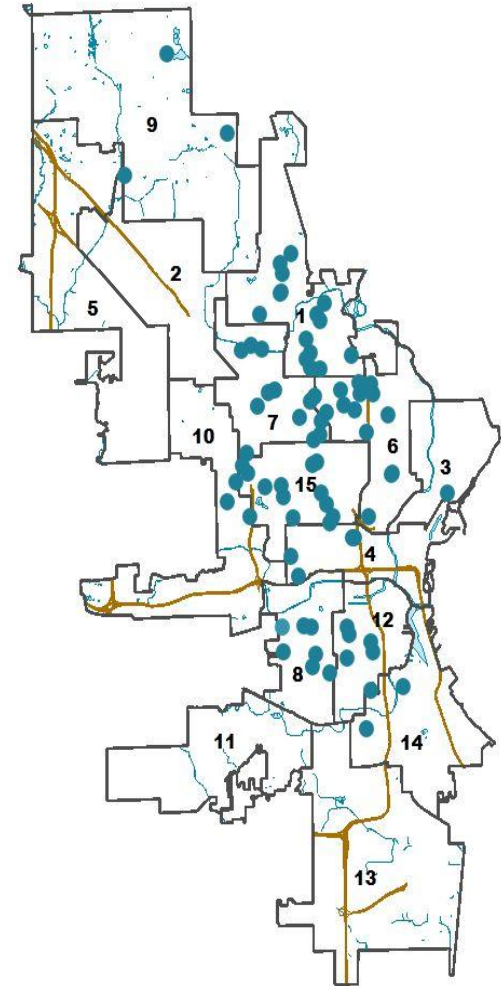
# 2015 BUDGET

	CDBG	City Tax Levy	Workforce Investment Act	Federal TANF	TOTAL
<b>Workers' Wages</b>	621,978	236,256	84,086	679,093	1,621,413
<b>Training</b>	120,000	100,000	-	-	220,000
<b>Liaison</b>	65,000	10,000	-	-	75,000
<b>Jobs Scan</b>	-	75,000	-	-	75,000
<b>Supplies and Services</b>	-	33,750	-	-	33,750
<b>MCSC Contract</b>		55,000			55,000
<b>TOTAL</b>	806,978	510,006	84,086	679,093	2,080,163



# WAGES

Program	Hours	Wages
2014 Six Month	61,285	\$618,979
2015 MPD	16,432	\$175,165
2015 Six Month	71,759	\$764,951
2015 Summer Three Month	14,040	\$149,666
<b>Total Wages Paid</b>	<b>163,516</b>	<b>\$1,708,761</b>



# COMPETE MILWAUKEE STRATEGY #5 - CREATING LINKS AND COLLABORATIONS





## Non-Traditional TJ Program

- Career Pathways Training and mentoring
- Three and six month work experience

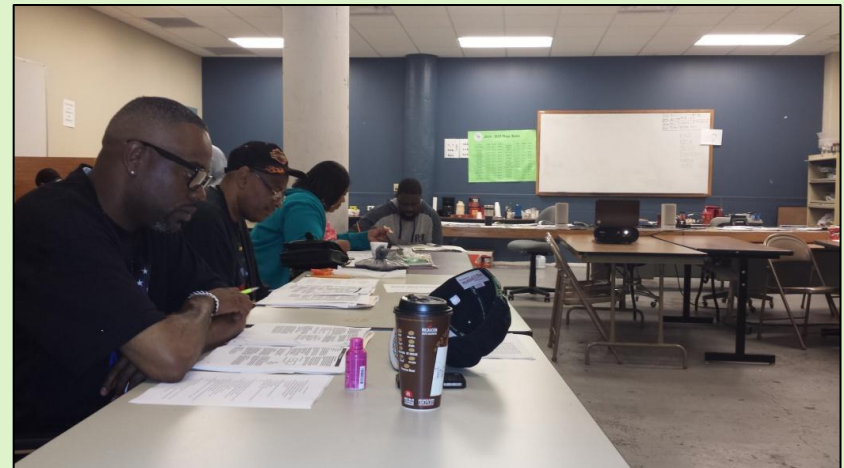
## WRTP Trainings

- Individualized worker assessments and employment plans
- Specialized industry recognized classroom and hands-on trainings
- Certifications

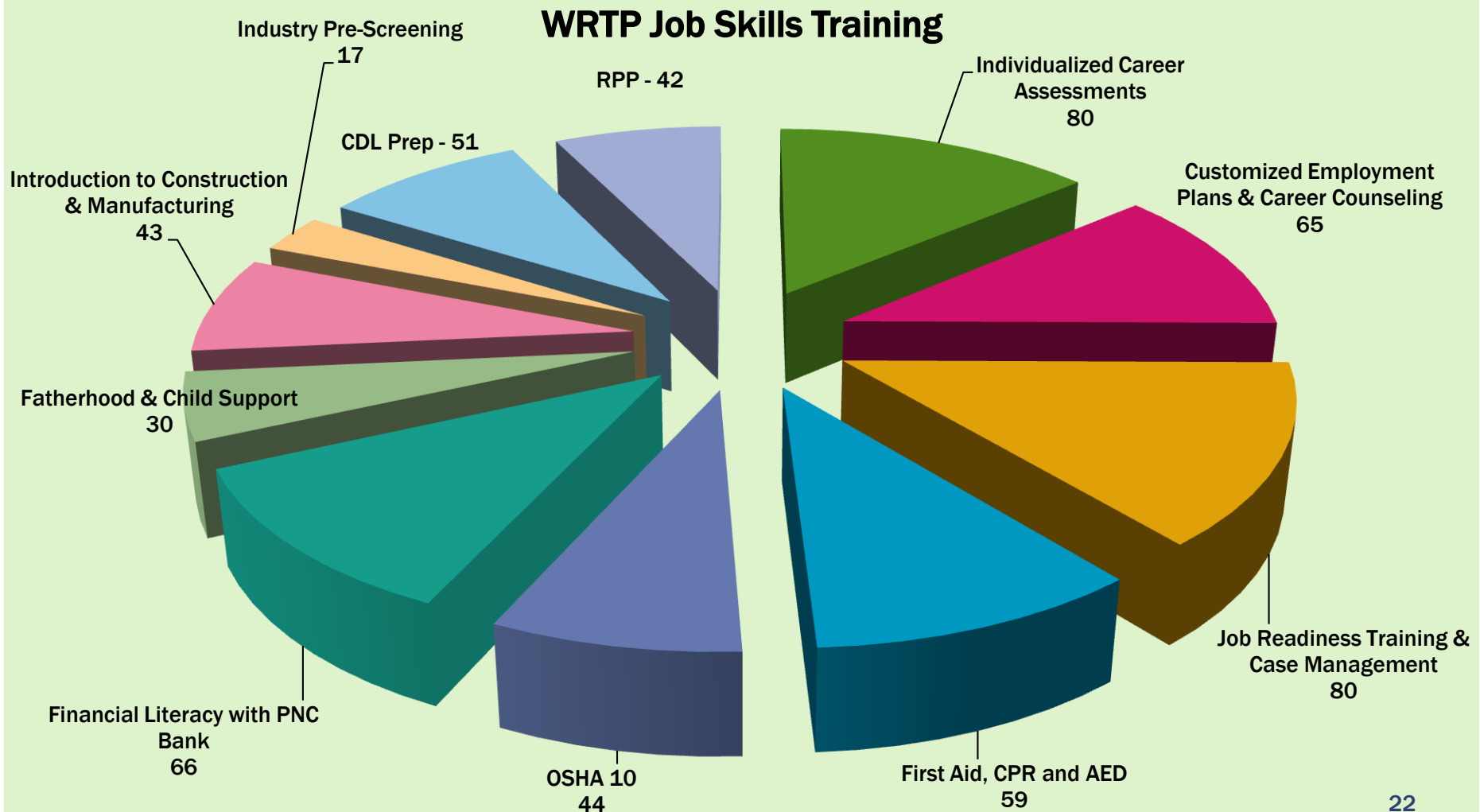
## Employment and Career Pathways

- Direct referrals
- Diverse pool of qualified workforce

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# COMPETE MILWAUKEE STRATEGY #4 – CAREER PATHWAYS



# 2014-2015 UNSUBSIDIZED EMPLOYMENT

- DUWE at Northwestern Mutual construction project: 2
- 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
- Northcott Neighborhood House:1
- Milwaukee Sheriff's Department:1
- Goodwill:1
- unsubsidized employment independently: 8
- City's Electrical Services Division: 12
- City's Parking Enforcement Department: 1
- City Sanitation Supervisor (also had worked in Electrical Services): 1
- City Seasonal Laborer positions (also had worked in Electrical Services), after a very competitive hiring process: 3
- Total: 41





# 2016 PROGRAM

- ✓ Focus on quality work experiences for each participant and program activity
- ✓ Work within partners' benchmarks
- ✓ Provide enhanced levels of services
- ✓ Create pathways to unsubsidized employment
- ✓ Connect to other city initiatives

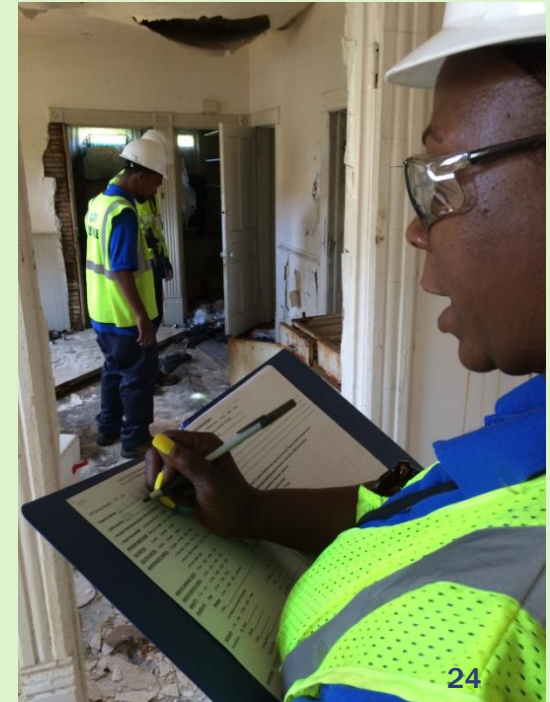
## 2016 placement goals:

➔ 62 UMOS

➔ 25 MAWIB – Summer

➔ 12 MAWIB – MPD

99 – Total



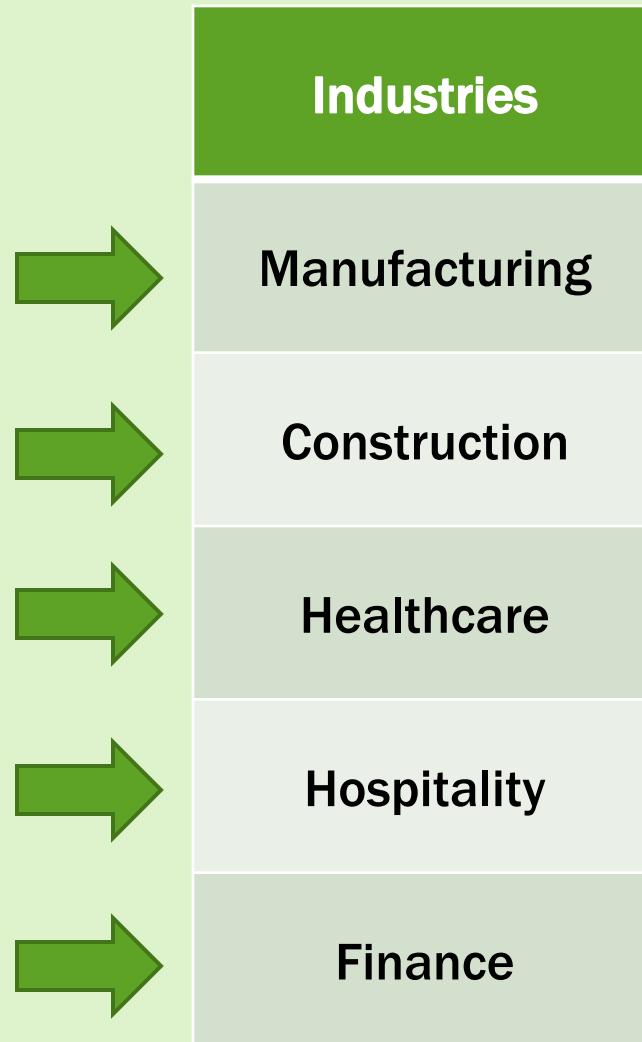
# 2016 PLANNED PLACEMENTS

Assigned Placement	Planned
DPW - Forestry	20
DPW - Streets	25
DPW - Sanitation	25
DPW - Street Lights	5
DPW - Water Works	5
Police	12
Port	2
Milwaukee Fatherhood Initiative	1
HACM	4
TOTAL	99

# 2016 BUDGET

	CDBG	City Tax Levy	Federal TANF	TOTAL
<b>Workers</b>	459,008	86,274	554,712	1,099,994
<b>Training</b>	170,000			170,000
<b>Liaison</b>	30,000	45,000		75,000
<b>Supplies and Services (pre-placement requirements, uniforms, etc.)</b>		<u>22,880</u>		<u>22,880</u>
<b>TOTAL</b>	<b>659,008</b>	<b>154,154</b>	<b>554,712</b>	<b>1,367,874</b>

# COMPETE MILWAUKEE STRATEGY #1 – INDUSTRY ADVISORY BOARDS



# COMPETE MILWAUKEE STRATEGY #2 – JOB SCAN

**The City and MAWIB, in partnership with the Milwaukee Metropolitan Sewerage District, contracted for a “Job Scan” to deliver real-time labor market data to the City and workforce development agencies**





# QUESTIONS?

**Thank You!**