



**CITY OF MILWAUKEE
COMMUNITY AND ECONOMIC DEVELOPMENT COMMITTEE
UPDATE
COMMON FILE # 150469**

NOVEMBER 16, 2015

WHY WE'RE HERE

EMPLOYERS

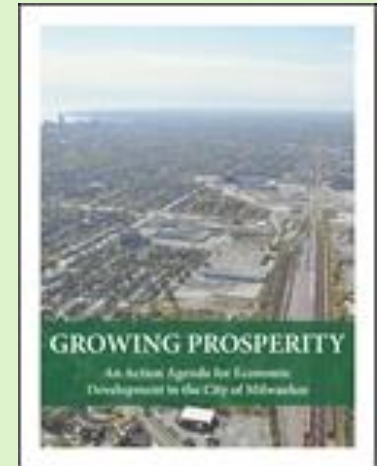
The Milwaukee Area Workforce Investment Board is a planning, coordinating workforce agency that serves Milwaukee County.

- ✧ MAWIB's budget comes federal funds, along with local, state, and philanthropic funds.
- ✧ MAWIB is federally mandated to exist under the Workforce Innovation (WIA), now the newly authorized Workforce Innovation Opportunity Act (WIOA).

JOB SEEKERS

GROWING PROSPERITY

- MAWIB is a proud partner of the City of Milwaukee's Growing Prosperity Economic Development Plan
- As the local workforce investment board, our mission aligns with Growing Prosperity's mission to reduce unemployment and poverty within the city and grow prosperity for residents.
- MAWIB is making headway on many of the strategies and action items.



GROWING PROSPERITY

MAWIB is actively seeking funding, programming, and identifying ways to solve many of Milwaukee's Human Capital challenges.

We are working towards providing residents with opportunities to gain technical and soft skills training, and overcome barriers to employment such as valid driver's licenses, transportation, and increase employment opportunities for those with previous criminal records.

Strategy 5.1 Grow the Workforce Employers Need

- Build on Mayor's Manufacturing Partnership
- Align with key assets industries
- Expand internships, job shadowing, part-time summer jobs for high school and college students
- Develop a web site of opportunities for employers to engage youth
- Integrate national, evidence based models
- Establish branding events and internship opportunities to better connect students at Milwaukee post-secondary institutions

Strategy 5.2 Expand Efforts to Assist the Hardest to Employ

- Appoint a team to explore the establishment that offers jobs and support services for ex-offenders
- Facilitate local employers' hiring of ex-offenders
- Advocate for improved public transportation
- Support expansion of Wisconsin transitional jobs programs

COMPETE MILWAUKEE

Strategy 5.1 Grow the Workforce Employers Need

Action Item 5.1.3

Expand internships, job shadowing opportunities, part-time summer jobs, and local career academies for high school and college students.

Strategy 5.2 Expand Efforts to Assist the Hardest to Employ

Facilitate local employers' pursuit of hiring practices that are more inclusive of ex-offenders

Compete Milwaukee is a workforce development plan that creates strategies that connect private-sector labor market demand and workforce labor market supply.

Compete Milwaukee's strategies are aligned to contribute to a viable, competitive private sector by supplying it with its workforce needs, while creating pathways to employment for underemployed Milwaukee residents: matching individuals to jobs, and jobs to individuals.

COMPETE MILWAUKEE GOALS AND OUTCOMES

- The 2014 Compete Milwaukee program had a goal of placement and retention of transitional work within DPW.
- In 2015, Compete Milwaukee was created to expanded beyond a 'traditional' transitional jobs model to a 'career pathways' model:
 - Creation of Industry Advisory Boards
 - Job Scan
 - Transitional placement opportunities for over **100 workers** throughout city departments to create pathways to unsubsidized employment.
 - All participants participated in training at WRTP, with direct employer connections
 - Unsubsidized placements are occurring, connecting unemployed Milwaukeeans to major projects and industries

Over the past two years, program improvements were made to standardize and enhance activities. The program also purposefully connected to other initiatives and priorities of the Common Council and Mayor Barrett.

MILWAUKEE POLICE DEPARTMENT AMBASSADOR PROGRAM (MPD)

- The Milwaukee Police Department (MPD) Ambassador Program expands Compete Milwaukee's focus on traditional transitional jobs by combining work experience for young adults with mentorship.
- Ambassadors, aged 19-25, work 20 hours per week at locations throughout MPD and participate in four hours of enrichment activities each week at the Police Academy.

**2015
Retention:
100%**



GOAL #1	Provide meaningful work and educational experiences to young adults who are interested in pursuing careers or continuing their education in public safety or criminal justice.
GOAL #2	Provide another tool for encouraging diversity in hiring of Milwaukee Police Officers and other positions within the MPD.
GOAL #3	Expand on and strengthen current MPD community partnerships.
GOAL #4	Provide individualized guidance and opportunities for professional and personal growth by pairing each Ambassador with a Milwaukee Police Officer.
GOAL #5	Strengthen opportunities for young adults to learn from the MPD and MPD to learn from young adults through a two-way-ambassadorship.

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.



EARN & LEARN

SUMMER YOUTH EMPLOYMENT

Strategy 5.1 Grow the Workforce Employers Need
Action Item 5.1.3

Expand internships, job shadowing opportunities, part-time summer jobs, and local career academies for high school and college students.



- Summer Youth Internship Program: 141
- MAWIB Summer Youth Program: 1,299
- Private Sector Job Connection: 1,687

A total of 3,127 youth employment opportunities

COMPETE MIDWEST APPRENTICESHIP PROGRAM

Strategy 5.1 Grow the Workforce Employers Need **Action Item 5.1.2**

Align workforce development structure with growth opportunities in key asset industry and large employment clusters.

Apprenticeship 101

- ❖ Apprenticeship is a combination of on-the-job training (OJT) and classroom instruction under supervision of a trade professional.
- ❖ Apprenticeships include at least 2,000 hours of on-the-job experience.
- ❖ Industries that offer apprenticeships include healthcare, manufacturing, food and beverage, and construction just to name a few.
- ❖ After completing an apprenticeship program, the worker's journey-level status provides nationwide mobility.

Compete Midwest: An Urban Strategy

Partnerships: WI Bureau of Apprenticeship Standards, WRTP/BIG STEP, Regional Workforce Alliance, MATC, WCTC, Gateway Technical College, Milwaukee Building and Construction Trades Council, Stainless Foundry, Masterson Company, Detroit WIB and St. Louis WIB (along with corresponding partners in respective cities)

Total Funding: \$3,000,000 (leveraged funding: \$10,000,000)

Participants: 1,200 served including 300 apprentices (veterans, women, young people of color, and other underserved)

Industry: IT, Healthcare, Advanced Manufacturing, Construction

Occupations: Computer Support Specialists, Software Developers and Programmers, Pharmacy Technicians, a variety of industrial careers such as Welders, Machinists, CNC Operators, Electricians, Carpenters, and Structural Iron and Steel Workers

MILWAUKEE COUNTY HOUSE OF CORRECTION JOB CENTER

- ❖ MAWIB received a \$500,000, 3 year grant award from the U.S. Department of Labor to establish an American Job Center within the Milwaukee County House of Correction.
- ❖ This innovative program will provide pre- and post-release services to inmates to ensure they have access to and benefit from the public workforce system, gain employment, and reduce their risk of recidivism.

Strategy 5.2 Expand Efforts to Assist the Hardest to Employ

Facilitate local employers' pursuit of hiring practices that are more inclusive of ex-offenders

Integrated Reentry and Employment Strategies (IRES)

- ❖ MAWIB will use evidence-based reentry strategies to implement a work readiness assessment process for inmates that factors in criminogenic needs and responsivity principles that are directly related to recidivism, with an end goal of breaking the cycle of incarceration and developing long-term economic success for individuals.
- ❖ MAWIB is one of only two cities nationwide chosen by the Council of State Governments to receive technical assistance on these cutting edge reentry strategies.

OTHER COLLABORATIONS

Strategy 5.1 Grow the Workforce Employers Need

Action Item 5.1.2

Align workforce development structure with growth opportunities in key asset industry and large employment clusters.

Rapid Response

In 2015, 12 companies in Milwaukee have had plant closings and/or mass layoffs, affecting 3,379 workers – three times the total of 2014.

Talent Development

MAWIB is working on projects including the Northwestern Mutual Office Tower and the Bucks Arena, and other projects that will require a skilled workforce.

FORWARD THINKING

Strategy 5.1 Grow the Workforce Employers Need

Action Item 5.1.2

Align workforce development structure with growth opportunities in key asset industry and large employment clusters.

Strategy 5.2 Expand Efforts to Assist the Hardest to Employ

Facilitate local employers' pursuit of hiring practices that are more inclusive of ex-offenders

- The Department of Labor Apprenticeship Grant grows opportunities in key asset industries by offering apprenticeships to veterans, women, young people of color, and other underserved populations.
- Our Integrated Reentry and Employment Strategy works directly with local employers to ensure that ex-offenders are prepared to assimilate back into the workforce with the necessary educational and employment skills.
- Over the past year, MAWIB has shifted its focus to coordinate activities around sector-based employment and develop boutique programs for specific populations, such as reentry.
- MAWIB works with local post-secondary institutions to provide college level youth with internships and mentorship opportunities to prepare them for workforce opportunities.

QUESTIONS

