



EMPLOY MILWAUKEE

Working Today, for Tomorrow's Success

**City of Milwaukee
Community and Economic Development
Committee
March 8, 2017**

Talent and Economic Development

Talent development is skill based, credential focused, and key to the success of Milwaukee regional businesses.

Workforce trends are impacting the ability of businesses to find workers:

- Baby Boomers leaving the workforce at unprecedented numbers
- Population loss due to outmigration
- Tightening labor market due to increased labor force participation and employment rates

Competitive Edge

The city of Milwaukee has a competitive edge in delivering talent to businesses.

- Downtown construction boom
- Growth in other sectors including healthcare, financial services and IT
- Young, talented population ready to step into these new jobs

Unlocking Talent

Employ Milwaukee's sector-based workforce strategy provides ready access to sustainable, educated and skilled talent.

Job Openings

DEMAND

- Industry Advisory Boards
- Labor Market Information
- Economic Development Plans
- Sector Strategies

Job Seekers

SUPPLY

- Coordinating Council
- Labor Exchange
- Program/Service Clients
- Non-Traditional Talent Sources

Employment & Training

PROGRAMS and SERVICES

- Apprenticeship: Registered & Youth
- On-the-Job Skill Training
- Career Pathways and ACP
- Recruitment and Placement

**EDUCATED
SKILLED
SUSTAINABLE
REGIONAL
WORKFORCE**

Leveraging Public and Private Infrastructure Projects

Maximizing opportunities for city residents by providing better access to education, skills training, and jobs connected to public and private investment.

Examples of current projects in process:

Northwestern Mutual Life Office Tower

Milwaukee Streetcar

Milwaukee Bucks Arena

Northwestern Mutual

Employ Milwaukee partnered with NM, W RTP/BIG STEP, Industry Partners (contractors, trade unions, apprenticeship coordinators and committees), and the City of Milwaukee to support the 40% Residential Preference Program (RPP) goals.



Outcomes

W RTP/BIG STEP provided workforce development services to a 539 city of Milwaukee residents

- 430 Individuals Employed on NM (based on verified Prism data)
- 412 RPP Certified
- 18 Non RPP Certified
- 54 Apprentices
- 90 Individuals Employed @ DUWE/Benson Facility
- 92% Male, 8% Female
- 63% African American or Hispanic, 37% White

Milwaukee Streetcar

Employ Milwaukee partnered with City DPW, WRTD/BIG STEP, Industry Partners (contractors, trade unions, apprenticeship coordinators and committees), and the City of Milwaukee to support the 40% Residential Preference Program (RPP) goals by training and place residents in the skills required by Streetcar construction contractors and operators

Goals

Orientations: 120

Enrollments: 90

Completions: 75

Qualified Candidates: 60

Placements: 50

Services: Registered Apprenticeship connections, apprenticeship readiness training, skills training, supportive services, and reporting.



Greater Arena Project

Employ Milwaukee partnered with the Bucks, W RTP/BIG STEP, Industry Partners (contractors, trade unions, apprenticeship coordinators and committees), and the City of Milwaukee to support the 40% Residential Preference Program (RPP) goals.



Goals

200 youth and adults enrolled into project programs

160 youth and adults receive/earn Multi Craft Core Curriculum or Entry Level Construction Skills industry-recognized construction certifications

100 adults connected to employment

Services: Outreach, enrollment, assessment, skilled trade exploration, job readiness, apprenticeship readiness, industry-recognized training and connection to Registered Apprenticeship.

Incorporating City Workforce Initiatives into Employ Milwaukee Programs and Services

**Making youth and adult education, skills training, and
employment activities a central focus.**

Examples of current projects in process:

Earn & Learn

Compete Milwaukee

Mayor's Manufacturing Partnership

2016 Earn & Learn



City of Milwaukee

Summer Youth Internship Program

- Applicants: **353**
- Placements: **179**

Unsubsidized Private Sector

- Employed: **2085**

Employ Milwaukee

Community Workforce Partnership

- Served: **1,020**
- Applied Online: **3,582**
- Completed full registration process: **1,995**
- Host sites: **65**

Compete Milwaukee

2014-2016 Program

Program and funding partners: Mayor's Office, Employ Milwaukee, City Departments, CDBG, RACM, State of Wisconsin (TANF leveraged funds).

Program design included enrollment, performance tracking, job shadowing, mentoring, WRTP/BIG STEP career pathway training, and unsubsidized placement.

- **314** participants placed in subsidized work experience at City Departments.
- **110** participants obtained unsubsidized employment (likely higher after formal verification).
- **100%** unsubsidized placement rate for 2015 MPD Ambassadors and a **90%** rate for 2016 Ambassadors.

2017 Program

- Recruitment planned for February
- Hire dates planned for April
- Employ Milwaukee will continue to provide strong support:
 - Matching participants to job readiness training and employment opportunities through Employ Milwaukee's Programs and Business Service Departments.
 - Verifying employment and retention

Employers that have hired:
Triada (Duwe Metals), Northcott, Progressive Logistics, City Wide Transit, Galioto Towing, Peachie Clean, City (Sanitation), City (Port of Milwaukee).

Mayor's Manufacturing Partnership

The Mayor's Manufacturing Partnership (MMP) is a collaboration between stakeholders including the Mayor's Office, Employ Milwaukee, WRTD/BIG STEP, technical colleges and economic development groups.

- 1) Help eliminate the manufacturing skills gap by training job seekers with the skills employers need to fill actual job openings.
- 2) Fill job openings with trained city of Milwaukee residents who are unemployed or underemployed, and who are interested in pursuing a manufacturing career pathway.



2016

Placed **364** individuals in high-growth, high-demand manufacturing jobs

2017

- ✓ Increase outreach for business partners
- ✓ Infuse with Registered Apprenticeship, technology, and work experience
 - ✓ Add more in demand, industry-recognized short-term trainings

Employers that have hired:

Harley-Davidson, Masterson, Briggs & Stratton, Miller Coors, Brady Corp., Capitol Stampings and DRS Technologies

State Initiatives - DWD

Job Center Access Points (JCAPs)

- **Neighborhood-based**, population-focused access points used as a connecting mechanism
- Provides **information and access** to services and supports for residents and businesses
- **Broad and deep partnerships** at the local and state level to connect job seekers and workers to employment supports needed to facilitate career advancement
- **Multiple programs and resources leveraged** including WIOA, FSET, DVR, Ex-Offender, and Veterans

Access points were activated at Employ Milwaukee, Parklawn Assembly of God, Milwaukee Urban League, UMOS, Word of Hope Ministries, MATC Adult Learning Center, Silver Spring Neighborhood Association, and Imago Dei Church

- **291** total customers
- **252** job search clients
- **116** new Job Center of Wisconsin enrollments
- **78** career counseling clients

State Initiatives - DWD

Wisconsin Fast Forward Grant - Milwaukee Builds

- Career pathway initiative led by Employ Milwaukee's Construction Industry Advisory Board to prepare returning citizens and other job seekers for careers in construction
- Occupations trained for include carpenters, cement masons, laborers, electricians, and plumbers.
- Partners include Employ Milwaukee, City of Milwaukee CDBG, Northcott Neighborhood House, and private sector construction employers.
- Braiding of multiple programs and resources including private sector wages, philanthropic contributions, WIOA, CDBG, and Wisconsin Fast Forward