



## WORKFORCE DEVELOPMENT PROGRAM AGREEMENT NARRATIVE REPORT

**Grantee Name:** Employ Milwaukee, Inc.  
**Project Name:** Greater Arena Project, Park East (TID No. 48)  
**Report Quarter Ending:** June 30, 2018  
**Date of Submission:** September 12, 2018  
**Program Contact:** Peter A. Coffaro  
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### Summary of Grant Activities for Adult Participants

The table below illustrates funding expenditures and remaining balances. In addition, is a high-level summary of program activities and outcomes of those activities for this reporting period:

Total Amount of Contract	Actual Spent	% of total	Remaining Amount	% of contract complete
\$375,000	\$284,613	76%	90,387	TBD

This report, and all resulting data and funds charged against this contract only reflect those individuals who are reported on LCP Tracker for the Arena and parking structure projects. Data reported here reflects Employ Milwaukee's ETO data as summarized in the Buck's Arena Scorecard through 6/30/2018.

Program Outcome	Reporting Period 4/01/18-6/30/18	Cumulative Reporting
Program Participants Assessed	128	1686
Prog. Part. provided with Workforce Dev. Services	135	566
Prog. Part. receiving vouchered trainings	0	97
Post-Sec. & MPS Students participating in MC3	0	85
Prog. Part. connected to employment	4	320
Average wage of Prog. Part. achieving placement	\$26.79	



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### **Summary of Intake Programs and Efforts**

WRTP/BIG STEP hosts various intake sessions that are networked to the public, partners and community-based organizations. Fourteen community-based organizations meet monthly at WRTP/BIG STEP to discuss outreach efforts, barriers and challenges of their candidates, training opportunities that exist and referral processes to connect their candidates to opportunities in the construction and manufacturing sectors. WRTP/BIG STEP also specializes in industry-led orientations and recruitments in partnership with contractors, trades, employers, and unions based on workforce needs. Interested candidates contact WRTP/BIG STEP to register for the session and are screened for qualifications based on program eligibility and requirements. In summary, for this quarter, 266 signed up for events and 99 individuals attended.

WRTP/BIG STEP opened Racine office at Gateway Technical College April 2018 in response to Construction industry workforce needs in the Southeast Wisconsin area.

### **Assessment Activities**

For this reporting period, 128 individuals were assessed for enrollment into construction training services.

### **Employment Connections**

As of the end of this reporting quarter, cumulatively, WRTP/BIG STEP placed 320 individuals with 241 achieving 45-Day retention. WRTP/BIG STEP performed the following in support and development of programming for the workforce needs in the construction industry:

- WRTP/BIG STEP convened the Community Workforce Partnership (CWP) Meeting on April 19<sup>th</sup> for ongoing discussions and planning for providing apprenticeship readiness and other sector related instruction and services for participants from community partners.
- WRTP/BIG STEP convened the Construction Advisory Committee on April 29, 2018 to discuss upcoming and ongoing projects, workforce needs, recruitment efforts and scope of work and creative strategies to streamline meeting industry needs. We had our meeting on
- WRTP/BIG STEP convened a joint quarterly Training Coordinator meeting on June 14, 2018 with each of the Construction Building Trades unions to plan for outreach, reporting, and industry needs as well as the challenge of enticing new workers into the construction field continues.

### **Average Wages**

For this quarter ending June 30, 2018, the average hourly wage for these placements is \$26.79 per hour, which far exceeds wages of most workforce training programs.

### **Summary of Activities for Student Participants**



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### High School Students

WRTP/BIG STEP in partnership with Employ Milwaukee, MATC, MPS and the Milwaukee Bucks started a class on January 3, 2018 with thirty-one (31) MPS youth participants in the MC3 curriculum at Bradley Tech.

Participants that complete this training will receive industry led and recognized certifications as well as a few MATC college credits. The students will be taken to the Bucks Arena for job site visits and other job sites as permitted. Also, this class will have exposure to different industries with guest speakers and hands-on presentations in the classroom. WRTP/BIG STEP will be worked with the JAC/JATC's on presenters and hands-on demonstrations. Highlights of the benefits provided to youth participating in WRTP/BIG STEP programming include:

- Multi Craft Core Curriculum (MC3)
- MATC College Credit
- BIG STEP Apprenticeship Readiness Program
- Construction Career Week

The class had a Carpenter Journeyman come speak to the class as well a job site visit with Milwaukee Bucks Arena, and the Milwaukee Streetcar Project. Nineteen (19) individuals are set to complete training in May 2018. Employer/Internship interviews were held the first week of April to help connect youth to summer job opportunities.

WRTP/BIG STEP, Milwaukee Bucks, MATC, MPS, and Bradley tech held a graduation for this group on May 16<sup>th</sup> at Bradley Tech. Alex Lasry presented certificates and Bucks hats to the graduates.

Building Advantage held their annual Career Fair on April 10<sup>th</sup> at the Waukesha Expo center. Several Middle schools and High schools in the Southeast Milwaukee area bus in students with interests in the construction skilled trades and gain industry hands-on and awareness.

April 27, 2018 - MPS 2nd Annual Business Symposium. Presented on WRTP/BIG STEP programming to 268 registered attendees at the symposium and 216 businesses.

WRTP/BIG STEP hosted National Association of Women in Construction (NAWIC) hosted their inaugural construction youth girl career camp June 11<sup>th</sup> and 12<sup>th</sup>. There were 10 female participants that attended the two day exposure were ages 13-17 from the city of Milwaukee area.

WRTP/BIG STEP presented to high school consortiums the week of June 18<sup>th</sup> that were visiting the various building trade halls which included five school districts in the surrounding city of Milwaukee area combined.

### Post-Secondary Students

For this program period, WRTP/BIG STEP and MATC have been working and coordinating program



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provision, instructor selection, and working out logistical issues. WRTP/BIG STEP's Department of Transportation contract was renewed and this class is a hybrid of MC3 and TRANS Roadbuilding training. The adult MC3 cohort started March 19, 2018 and completed on May 1, 2018 with eleven (11) individuals. The goal of this training is intended to help participating students gain the skills and knowledge to succeed with entering in and progressing in a construction career pathway. The students selected for this class were all from the BIG STEP Apprenticeship Readiness Program and working to continue to get on a trade list to connect to their career pathway in the industry.

Carpenters, Plumbers, and Bricklayers/Tile setters presented to the class. The class also had hands-on training at the Painter's hall in Big Bend. Class trainees are completing their application with JATC/JAC's and are on track to connecting to their career in construction.

One (1) female from this training was taken on as a Tile setter apprentice on the Bucks Arena. Another individual from this training was taken on as a Bricklayer apprentice.

### **Best Practice**

A major obstacle for Milwaukee individuals seeking careers in the construction industry is meeting the requirement to have a High School Diploma or GED. Individuals in this situation may have the knowledge and skill but need to fill some knowledge gaps as well as have the required, state recognized credential. WRTP/BIG STEP in partnership with Literacy Services developed a curriculum that utilizes DPI's 509 diploma process to provide a competency based HSED and receive MC3 (Multi-Craft Core Curriculum) National Union Building Trade Curriculum training and certification.

The MC3-HSED cohort class began on February 19, 2018 and started with nine (9) students going through three months of unpaid training. The training components of HSED and MC3 work in correlation to provide connections and streamline the curriculums to achieve both credentials. The class is scheduled to complete May 30, 2018 with six (6) graduates. The training provides opportunity for those that encountered previous barriers to achieving their HSED and to help connect them to the construction industry and qualify for registered apprenticeship programs as a career opportunity.

WRTP/BIG STEP recruited and started a summer cohort on June 18<sup>th</sup> with six (6) students. We are actively recruiting for a fall cohort as well.



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Name and Title of Grantee and Certifying Official:

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