



**To:** Honorable Members of the Finance and Personnel Committee

**From:** Erica Lewandowski, Commissioner of Neighborhood Services  
Chief Alfonso Morales, Milwaukee Police Department  
Jeffrey Polenske, Commissioner of Public Works  
Sharon Robinson, Director, Department of Administration  
Adam Schlicht, Executive Director, Port of Milwaukee  
Aaron Szopinski, Office of the Mayor

**Date:** February 19, 2020

**Re:** **Common Council File Number 191714** – approving various agreements relating to the Compete Milwaukee 2020 Plan

### **Summary**

Common Council File Number 191714 will be heard before the Finance & Personnel Committee on Wednesday February 26, 2020. This file authorizes the participating City agencies to enter into agreements with workforce development partner agencies to implement Compete Milwaukee transitional job programs in 2020.

Created in 2015, Compete Milwaukee is a partnership between Mayor Barrett, the Common Council, workforce development agencies and private employers with the goal of connecting unemployed Milwaukeeans with employment opportunities.

Compete Milwaukee accomplishes this by providing un- and under-employed City residents temporary work in a variety of professional disciplines, while at the same time providing job readiness training, career counseling and ultimately, referrals to permanent employment opportunities.

Authorization will allow timely implementation and recruitment, in line with the city's seasonal workforce schedule. Your continued support has been critical to the success of these transitional jobs in growing labor force participation as well as improved service to our residents.

The 2020 agreements authorized by this file are largely the same as those from 2019. Compete Milwaukee transitional job placements are funded by both the 2020 Adopted City budget as well as Council adopted Community Development Block Grant (CDBG) allocations.

In 2020, Compete Milwaukee will continue providing meaningful and marketable work experiences. Participants will receive subsidized employment, supportive services, specialized certifications, training workshops and direct referrals to unsubsidized jobs.



The 2020 program will continue the effort begun in 2019 to create rotations through DPW's skilled trades divisions and pair participants with City contractors when those opportunities arise. Working with DER, the program will also seek to do targeted recruitment and career paths for City titles as an alternate channel for City recruitment in DPW and DNS.

**Since 2015, just over 90% of Compete Milwaukee TMJ participants have gained unsubsidized employment, resulting in over \$5.4 million dollars in reported wages flowing into City neighborhoods.**

The various agreements for services provided under Compete Milwaukee in 2020 are listed in the table below.

### **Compete Milwaukee 2020 Partnering Agency Agreements**

<b>PLACEMENTS &amp; WORKSITE</b>		<b>AGREEMENTS (9 TOTAL)</b>	<b>PARTNERS</b>
<b>CITY DEPARTMENTS / COMMUNITY WORK PARTNERSHIP</b>	35 Placements City Departments DPW, DNS, Port	<b>5 Total:</b> <ul style="list-style-type: none"><li>• UMOS-City Host Worksite</li><li>• UMOS - Worksite Addendum</li><li>• UMOS - Supplemental Wage</li><li>• WRTP Career Pathways</li><li>• Employ Milwaukee - Tracking/Workforce Development Services</li></ul>	UMOS, Employ Milwaukee, WRTP, CDBG, DPW, DNS, Port
<b>MPD AMBASSADORS</b>	20 Placements MPD - Districts & OCOE/Academy	<b>1 Total:</b> <ul style="list-style-type: none"><li>• Employ - MPD OSY Host Worksite &amp; Wage</li></ul>	Employ Milwaukee, CDBG, MPD
<b>CAREER CONNECTION</b>	18 Placements City & Contractor Sites	<b>3 Total:</b> <ul style="list-style-type: none"><li>• Young Adult City Host Worksite &amp; Wage</li><li>• WRTP Career Pathways</li><li>• Contractor Worksite Agreement</li></ul>	Employ Milwaukee, WRTP, CDBG, DPW, DNS, Contractors

### **Compete Milwaukee 2020 Agreements**

#### **UMOS - Community Work Partnership - Transitional Jobs**

Compete Milwaukee will fund approximately 35 Transitional Job six-month placements within City departments in 2020. UMOS will serve as employer of record and handle recruitment,



hiring, and payroll for Compete participants. Base wages are funded by State of Wisconsin TANF, and supplemental wages and training by W RTP/Big STEP are funded by CDBG allocations.

#### **Employ Milwaukee - Milwaukee Police Department Ambassador Program**

The Ambassador Program provides a two-way mentorship model to 20 new MPD Ambassadors. Participants, working side by side with law enforcement and community members, are empowered to build stronger and more vibrant communities, increase public safety and be future leaders within MPD, criminal justice or similar career fields. Employ Milwaukee serves as employer of record, and Ambassadors are funded by the 2020 MPD operating budget.

#### **W RTP/BIG STEP - Career Pathways**

Compete Milwaukee participants will receive career pathway training, including employability assessments, as well as skills training and certifications needed to connect to permanent unsubsidized employment. Each participant will receive career counseling case management, barrier remediation services and job search assistance. Career pathways are designed to effectively provide access and opportunities for each participant to enter the 'jobs pipeline' and pursue family supporting employment. Career Pathways are funded by CDBG allocations.

#### **Employ Milwaukee - Workforce Development Services**

Employ Milwaukee will deliver Federally-funded workforce development services and collaborations between City agencies, Employ Milwaukee, W RTP/Big Step and Milwaukee-area employers. Employ Milwaukee will track participants' unsubsidized employment outcomes and collaborate with partner agencies to support direct referrals to training and employment opportunities. Workforce development services are funded by CDBG allocations.

#### **City - Contractor Worksite Agreement**

Worksites for the Career Connection initiative include a number of City departments, and may include working with contractors on City-funded projects or sites. Those opportunities will be identified by mutual agreement of the City and participating contractors. Those contractors will sign an agreement providing that participants work for a limited term on their job sites. The agreement will specify supervision, hours, liability, and other critical points. Contractors with Worksite Agreements and Contractor's subcontractor/s may host Compete Milwaukee participants, and both DPW and DNS will keep a roster of host contractors. In addition to serving as the employer of record, Employ Milwaukee will coordinate and monitor the implementation of the initiative.

cc: Alba Baltodano, United Migrant Opportunity Services  
Bernadette Karanja, Common Council – City Clerk  
Mark Kessenich & Matt Waltz, W RTP-Big STEP  
Rob Cherry, Employ Milwaukee