



Compete Milwaukee 2020

Finance & Personnel Committee
CCFN 191714
February 26, 2020

A Purpose – Not A Program

- Compete Milwaukee is a **5-part collaborative strategy**
- Match training and employment focus to sought-after skills and regional labor market
- Compete Milwaukee includes transitional jobs partnerships that leverage non-City funding
- Goals:
 - Growth in **sustained & unsubsidized employment**
 - Program model that **works for workers**
 - Long-term partnerships that match training with opportunity



Transitional Jobs History

- 2009 – Garage deconstruction pilot partnership
- 2014 – DPW Pilot w/ UMOS & MAWIB (CCFN 131797)
 - Partnership on potholes, DCF TANF funds
- 2015 – **Compete Milwaukee** funded in Adopted Budget (CCFN 140889)
 - Add MPD Ambassador program
- 2016 & 2017 – Re-size, focus on quality (CCFN 151082/167999)
 - Match placements to capacity
- 2019 & 2020 – Adapt job placements to changing economy & labor market



2014 – Michael Jamerson works on electrical conduit during a street repaving project.



2016 press conference with Compete Milwaukee Alumni

Lessons Learned: Years 1-4

- Compete Milwaukee gets results
 - **90%** of 2015-19 TMJ alumni gained unsubsidized employment (Dec 2019)
 - **\$5.4 million in post-program wages** earned by alumni (Dec 2019)
 - Cost-effective: **\$6,575** in City funds per TJ placement in 2020
- Compete participants' outcomes based on & meeting them where they are
- City funding for career pathway element is critical
- Buy-in from departments and supervisors also critical
- Program needs to evolve to match labor market & economy



DER Recruiter working with 2019 Compete participants on the City hiring process



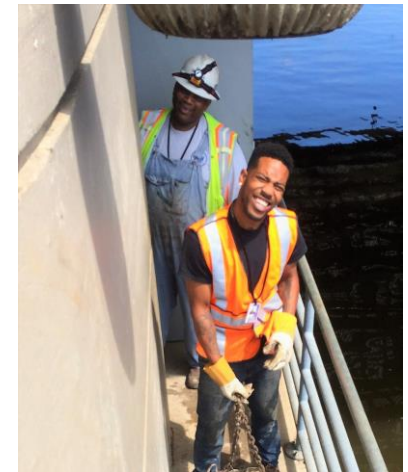
2018 Compete Participant Daniel Mendez with WRTP staff and his Career Pathway award.

2020 – Transitional Jobs

- 2020
 - 53 City placements: DPW, DNS, and Port of Milwaukee
 - Increase crucial City service capacity
 - Creates new on-ramp to City employment
 - 20 Police Ambassadors
- 18 “Career Connection” placements:
 - Population – In & Out of School Youth (16-24)
 - Placement –City departments and other qualified projects
 - Capitalize on City projects for training opportunities



Mayor Barrett with 2019 Police Ambassadors



2019 Compete participant Jarvis McPike working with DPW Iron Workers on a bridge project.

2020 TJ Funding Alignment

	Placements	TANF	DOL	City Tax Levy	City CDBG*
Adult TJ – DPW, DNS, Port <i>[UMOS]</i>	35	\$341,619			\$281,500
MPD Ambassadors	20			\$130,000	
Young Adult – Contractors <i>[Employ OSY]</i>	18		\$179,370		\$68,500*

City cost per participant: \$6,575

As in prior years, funding from the WI Dept. of Children and Families, via UMOS, pays base wages.

In 2020, Compete Milwaukee participants will earn the City's "non-poverty" wage of \$12.53/hour, rather than the certified living wage of \$11.52/hour

Total non-City program funding is **\$520,989**

* CDBG funds cover supplemental wage, Career Pathways training, and participant tracking by Employ Milwaukee

What's Next?

- Info events and 2020 recruitment – upon Council passage
- Continue to seek contractor/private sector opportunities
- Make intentional connections with City and contractor job opportunities
- Explore potential pathways to City technical & clerical titles
- Share our success and grow this effort



2019 COMPETE participant Mikal Glenn working with DPW Infrastructure bridge inspectors.

COMPETE MILWAUKEE

