

COMPETE MILWAUKEE

To: Honorable Members of the Finance and Personnel Committee

From: Jeffrey Polenske, Commissioner of Public Works
Erica Roberts, Commissioner of Neighborhood Services
Sharon Robinson, Director, Department of Administration
Adam Schlicht, Executive Director, Port of Milwaukee
Aaron Szopinski, Office of the Mayor

Date: June 3, 2021

Re: **Common Council File Number 210240** – approving various agreements relating to the Compete Milwaukee 2021 Plan

Summary

Common Council File Number 210240 will be heard before the Finance & Personnel Committee on Wednesday, June 9, 2021. This file authorizes the participating City agencies to enter into agreements with workforce development partner agencies to implement the 2021 Compete Milwaukee transitional job programs.

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 implementation and recruitment of Compete Milwaukee programming. 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 2021 agreements authorized by this file are largely the same as those from 2020. In addition the leveraging of various program partner funding sources, the Compete Milwaukee transitional job placements are funded by the Council adopted Community Development Block Grant (CDBG) allocations.

In 2021, 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.



This year's program will continue the effort begun in 2019 to create rotations through the Department of Public Works' (DPW) skilled trade positions, while also identifying other career exposure opportunities within administrative support, inspection and more. The Department of Neighborhood Services (DNS) seeks to pair participants with City contractor(s) related to deconstruction projects.

In partnership with the Department of Employee Relations, DPW has both expanded entry-level laboring positions and reduce eligibility qualifications. For example, City Laborer applicants must have a valid driver's license versus previously a Commercial Driver's License Permit was required. These efforts support even greater career pathway opportunities to DPW positions such as City Laborer, Urban Forestry Laborer and other positions.

Compete Milwaukee workforce development efforts meet participants where they are at, while providing a stepping stone to meaningful work experiences and training, which can lead to family supporting employment.

Since 2015, approximately 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 2021 are listed in the table below.

Compete Milwaukee 2021 Partnering Agency Agreements

TRANSITIONAL JOB PROGRAMS	PLACEMENTS & WORKSITE	AGREEMENTS (10 TOTAL)	PARTNERS
COMMUNITY WORK PARTNERSHIP	30 Placements City Departments DPW, DNS, Port	5 Total: <ul style="list-style-type: none">• UMOS - Host Worksite• UMOS - Host Worksite Addendum• UMOS - Supplemental Wage• Employ Milwaukee - Tracking/Workforce Development Services• WRTTP Career Pathways	UMOS, WRTTP, CDBG, DPW, DNS, Port, Employ Milwaukee
CAREER CONNECTION	25 Placements City Departments & Contractor Sites	5 Total: <ul style="list-style-type: none">• Employ Milwaukee – WIOA – United Neighborhood Centers of Milwaukee (UNCOM) – Host Worksite	Employ Milwaukee & WIOA Partners, WRTTP, CDBG, DPW, DNS, Contractors

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		<ul style="list-style-type: none">• Employ Milwaukee – WIOA – Dynamic Workforce Solutions (DWFS) – Host Worksite• Employ Milwaukee - Out-of-School Youth (Young Adult) - City Host Worksite & Wage• City - Contractor Worksite Agreement• WRTF Career Pathways	
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Compete Milwaukee 2021 Agreements

UMOS - Community Work Partnership - Transitional Jobs

Compete Milwaukee will fund approximately 30 Transitional Job six-month placements within City departments. UMOs will serve as employer of record and handle recruitment, determining eligibility, hiring, and payroll for Compete participants. Base wages are funded by State of Wisconsin TANF funds and CDBG allocations will fund the supplemental wage costs and support the career pathway trainings provided by WRTF/BIG STEP are funded by CDBG allocations.

Employ Milwaukee – Career Connection - Transitional Jobs

Compete Milwaukee will fund approximately 25 Transitional Job six-month placements for within City departments, as well at City-funded projects Contractor worksites. Employ Milwaukee will serve as employer of record and handle recruitment, determining eligibility, hiring, coordination, training and payroll for Compete participants. Employ Milwaukee will leverage federally allocated WIOA funding to pay for wages and CDBG allocations will support WRTF/BIG STEP trainings. Further, Employ Milwaukee Workforce Innovation and Opportunity Act (WIOA) program partners, United Neighborhood Centers of Milwaukee (UNCOM) and Dynamic Workforce Solutions (DWFS), will assist with recruitment, case management and support career planning employment and job training opportunities.

City – Career Connection - Contractor Worksite Agreement

In addition to City department worksite locations, Career Connection placements will 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 in the Career Connection initiative will 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 DNS and DPW 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.

**WRTP/BIG STEP - Career Pathways Trainings**

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 support Community Work Partnership – Transitional Jobs – by delivering Federally-funded workforce development services and collaborations between City and workforce development agencies, WRTP/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.

cc: Alba Baltodano, United Migrant Opportunity Services
Chytania Brown and Toni White, Employ Milwaukee
Bernadette Karanja, Common Council – City Clerk
Lindsay Blumer and Matt Waltz, WRTP/BIG STEP
Andrew Simons, City of Milwaukee - DPW