

ANNUAL REPORT

A proud partner of the American **Job** Center network

BRAND HIGHLIGHT



Working Today, for Tomorrow's Success.

This is an exciting time. For the first time, workforce development in the greater Milwaukee area will have a coordinated and collaborative brand strategy to support the quality work of the largest workforce development board in Wisconsin. We now have a vehicle to show our value extends far beyond physical

lines on a map.

Our name, Employ Milwaukee, speaks to our work connecting supply and demand by monitoring industry needs and trends, and supporting job seekers with getting on a career path.

We embarked upon the rebranding process to better serve our communities. Our new brand will allow us to grow as an organization and bring greater awareness and resources to workforce development throughout the region.

Our goal is to create strong recognition among job seekers and businesses alike, and develop Employ Milwaukee into a recognizable and trusted brand. Our staff and workforce partners will serve as brand ambassadors, educating and engaging the community about our role as coordinators and conveners of the local workforce development system.

We continuously strive to think outside of the box by creating unprecedented collaboration for innovative partnerships with a goal of connecting individuals to family-supporting employment and providing businesses with a skilled and sustainable workforce.

A MESSAGE FROM MILWAUKEE MAYOR TOM BARRETT

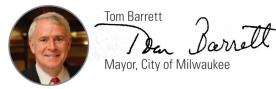
This has been a transformational year for workforce development. The workforce development board rebranded and is now Employ Milwaukee. Employ Milwaukee is more than a new name; it is a new way of doing business. We have reorganized and are implementing a supply and demand model to ensure the workforce needs of companies are being met with skilled workers. We are focusing on high growth industry sectors to connect residents to Career Pathways.

The Compete Milwaukee workforce strategy continues to create connections between companies and job seekers. Through our demand-driven, employer-led Industry Advisory Boards we are able to identify the specific needs of businesses and address those needs through innovative collaboration. These efforts are being recognized on a national level.

In 2016, the City of Milwaukee received the designation of White House TechHire Community. Milwaukee received this important designation for our strength in workforce collaboration. Following the TechHire designation announcement, the City was awarded \$8 million from the U.S. Department of Labor to train Milwaukee residents for careers in technology fields. TechHire is a multi-sector initiative. The need for workers trained in technology occupations impacts all industries. Connecting young adults to this and other opportunities is critical.

My Earn & Learn Summer Youth Employment program continues to connect young people to the workforce. In many instances, it provides them with their first job experience. Earn & Learn teaches basic workplace lessons and gives our young people the opportunity to earn a paycheck.

I look forward to building on these initiatives and others that connect our residents to family-supporting jobs creating economic prosperity for our community.



A MESSAGE FROM THE BOARD CHAIR AND CEO

This year can be defined as a year of building. We've built partnerships, strategic alliances, relationships with workforce boards across the Midwest, and a new brand. The Employ Milwaukee strategy is based on the core concept that employed residents are the single most important ingredient in Milwaukee's economic health.

Championed by Employ Milwaukee and driven by businesses across industries, we have developed Sector Strategies that go beyond immediately placing workers in jobs. The goal is to build regional talent pipelines, address skill shortages, and create meaningful Career Pathways for a range of workers in specific industry sectors. We are proud that Employ Milwaukee has emerged as a national leader in industry-driven workforce development.

From the Milwaukee Bucks arena project to Northwestern Mutual Tower and Commons to the many other impactful projects, construction cranes crowd our skyline. We are leading efforts to ensure these large-scale development projects benefit Milwaukee and its surrounding communities. By connecting individuals to projects across industries, from construction to hospitality, we are putting people on Career Pathways to success.

We have broken new ground with the Midwest Urban Strategies Group. This consortium is made up of eleven urban workforce boards across the Midwest sharing workforce strategies and best practices, and partnering on innovative projects. This strong regional collaboration has resulted in \$13 million in funding awarded to Employ Milwaukee as the lead workforce board.

In 2016, we met all of the U.S. Department of Labor's performance metrics. We are a collaborative, innovative workforce partner. Our strategic coordination with private sector business, economic development drivers, and stakeholders at all levels, allows us to develop a skilled workforce to meet industry demand. With this year's rebrand, our new public image is reflective of the hope and optimism our internal team champions every day.



Board Chair, Employ Milwaukee

President and CEO, Employ Milwaukee



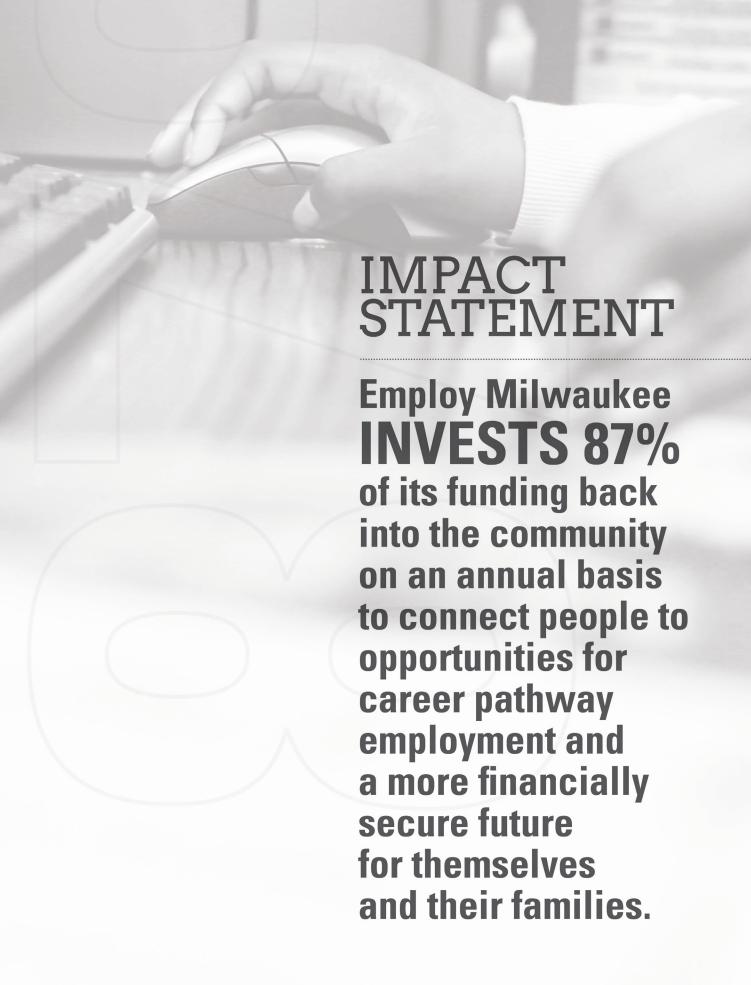
ALIGNING WITH INDUSTRY: CAREER PATHWAYS

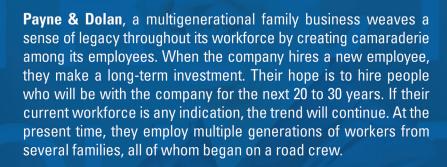
GROWING OUR REGIONAL ECONOMY ONE CAREER AT A TIME

Supported by changes in the federally funded workforce legislation which encourages *sector strategies*, Employ Milwaukee has transitioned to an industry-driven model. The goal of sector strategies goes beyond immediately placing workers in jobs and rather, seeks to build regional talent pipelines, address skill shortages, and create meaningful Career Pathways for a range of workers in specific industry sectors. Training is aligned with real-time job openings, as well as future local business needs. This employer-driven model is intended to ensure long-term economic prosperity and improve quality of life.

Employ Milwaukee organized an event hosted at Quad Graphics in West Allis to highlight apprenticeships to high school juniors and seniors.







Like many companies across industries, the number one challenge is finding workers.

"Every other part of the business is manageable," said Kurt Bechthold, Payne & Dolan Chairman of the Board. "If you need equipment, you can buy equipment. But it is a challenge to find quality people who want to join the team for the long haul."

"If we tried to do it ourselves, we would probably fall short," said Bechthold.

"Finding qualified people is the most difficult thing we face as a business. It is probably the most difficult task for most businesses. The more partners you have, the better you will be able to succeed in accomplishing that number one task."



SUCCESS

STORY

The career path for construction begins with working outside in the elements. To work in construction in Wisconsin, it helps to enjoy the outdoors. One way Payne & Dolan finds workers interested in a career in construction is by working closely with workforce partners, including Employ Milwaukee.

The advantage of Registered Apprenticeship is that it is a structured way to gain skills. Going through the Registered Apprenticeship requirements allows workers gain the skills to become competent in their job. The Registered Apprenticeship program gives workers on-the-job experience to learn a specific skillset, and move along a Career Pathway.

Payne & Dolan serves on our construction industry advisory board. Recently, Payne & Dolan hired two apprentices and two traffic control specialists.

Dawn Pratt & Kurt Bechthold Payne & Dolan



Increased services for young adults leads to new emphasis on career exploration

As our Youth Department champions a new philosophy, we are excited to take on a new name to match our new direction. The Office of Career Exploration is proud to serve young people from 16 to 24 years old.

Our Office of Career Exploration envisions a greater Milwaukee area where young adults are empowered to reach their full potential in education and Career Pathways. The intent is to provide options so young people can find a path to self-sufficiency and success. Building employment skills is vital to ensuring a rewarding future.



THE OFFICE OF
CAREER EXPLORATION
CONNECTS YOUNG PEOPLE
to high demand industries,
to high demand industries,
transitional jobs, Career
transitional jobs, Career
Pathways, and works
Pathways, and works
with opportunity you
who are neither employed
nor in school.

Programming in the Office of Career Exploration includes
YouthBuild, focusing on construction industry training for
disadvantaged youth and young adults, Transform Milwaukee
Jobs, focusing on transitional jobs for young people aging out
of the foster care system, and a special focus on aiding youth
and young adults who are neither in school nor working. The
following two pages detail the Office's work in local high schools,
and in offering summer work experiences.

CAREER PLUS AND YOUTH APPRENTICESHIP

CAREER PLUS

Career Plus provides Career Coordinators at four high schools in Milwaukee Public Schools. This program focuses on planning for and supporting Career Pathways, as well as employing a variety of strategies to connect students to the world of work. Career Plus schools with an industry-specific focus are paired with Employ Milwaukee Industry Advisory Boards (see page 12) to provide a direct connection to employers' skills needs. We intend to expand the program to other Milwaukee area school districts in the future.

CAREER PLUS
CREATES THE BRIDGE
STUDENTS NEED
BETWEEN
WORK EXPERIENCE,
HIGH SCHOOL
COURSE WORK, AND
APPRENTICESHIP, WITH
THE END GOAL OF
POST-SECONDARY
EDUCATION OR
EMPLOYMENT.

Students will be assisted with job searches, college and financial aid applications, and creation of an Individualized Service Strategy plan detailing a Career Pathway. In addition, students are linked with paid work experience, social-emotional learning, job readiness training, and apprenticeship opportunities. Career Plus emphasizes careers in

quality, high-wage occupations including Information Technology and the Science, Technology, Engineering, and Math (STEM) fields.

YOUTH APPRENTICESHIP

Our Youth Apprenticeship program is part of a statewide School-to-Work initiative that is designed for high school students to experience hands-on learning at a worksite in conjunction with classroom instruction. The school and work-based learning program ensures that students are instructed by qualified teachers and skilled worksite mentors to meet the necessary academic milestones required for graduation from high school. With an industry-endorsed curriculum, these students graduate as qualified, experienced, and attractive full-time employees.

Key elements that make the Youth Apprenticeship program so effective include:

- Industry-developed skill standards
- Paid on-the-job work experience
- Related classroom instruction concurrent with work-based learning
- Performance evaluation of demonstrated competencies
- State-issued skill certificate

Career Coordinators in our Career Plus program connect young adults to high-demand fields like construction, manufacturing, and biotech, through the Youth Apprenticeship program. Our region's economic growth is fully dependent on having a capable skilled workforce and programs like Youth Apprenticeship, EARN & LEARN and Career Plus go a long way in developing, retaining, and deploying future skilled workers.



The Youth Apprenticeship Program is a partnership between:

- Employ Milwaukee
- City of Milwaukee
- Milwaukee County
- Milwaukee Public Schools
- Milwaukee Area Technical College
- Boys and Girls Clubs of Greater Milwaukee
- Wisconsin Regional Training Partnership (WRTP/BIGSTEP)
- Bureau of Apprenticeship Standards
- Trade and economic development organizations and employers

EARN & LEARN



EMPLOYED

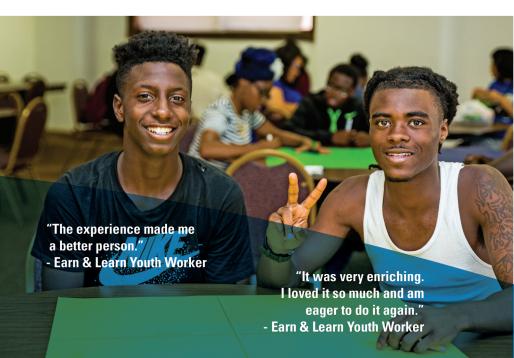
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EMPLOYED IN SUMMER YOUTH PROGRAM

COMMUNITY WORK EXPERIENCE

EARN & LEARN SUMMER YOUTH EMPLOYMENT

Mayor Tom Barrett's EARN & LEARN Summer Youth Employment program provides young adults up to a two-month work experience that is intended to help foster a successful transition from adolescence to adulthood for the next generation. By introducing young adults to workplace expectations and environment, EARN & LEARN gives young adults the valuable experience of earning their first pay check while developing essential workplace skills including professionalism, punctuality, and being a team player. With three options, the EARN & LEARN program engages young adults to a range of employers, from small neighborhood nonprofits to City Hall to private sector companies. Participants have an opportunity to experience the vast continuum of employment types and sites that contribute to our local economy.



- Community Work Experience serves young adults ages 14–19 with jobs in the nonprofit, community- and faith-based sectors. This seven week work experience guides many young adults through their first job application and securing a work permit. By working with a local nonprofit, the goal is to not only introduce young adults to a job experience and the development of professional skills, but to teach them the importance of service and volunteerism. This experience makes them not only more job-ready, but increases the likelihood that they will be more civic and community minded adults.
- **Private Sector Job Connection** gives young adults ages 18–22 real world experience and career enrichment training with a local employer so they can begin to build their professional portfolio and network.
- The Summer Youth Internship Program connects youth ages 16—19 to jobs in City government with funding support from the City's Community Development Block Grant.

Supporting our region's economic vitality by aligning talent needs, training and employment.

Employ Milwaukee serves as an economic development agent of change by implementing a supply and demand model. This model aligns business, education, and workforce organizations to develop a skilled and sustainable pipeline of workers to meet the needs of businesses and connect job seekers who want to join, re-renter, or move up in the workforce.

Builds relationships

with community based organizations and associations with a talent supply to immediately connect employers with a pool of potential hires.

> Partners with training providers who design and implement educational programs and on-the-job training to help an individual develop

> > the skills to be job-ready.

"Our role is to provide workforce investment dollars that contribute to the education and training of individuals and placement of professionals, building on their experience and technical proficiency. In addition, our holistic wrap-around approach, made possible through our partnerships builds a stronger infrastructure around the individuals, so they can overcome barriers, build confidence and move into self-sufficiency. "

Coordinating Council

An association of workforce

development providers collaborating

to increase the pipeline of

skilled workers.

Industry Focused
Training Programs

Convening workforce partners

to deliver youth and adult

programs tailored to meet business needs.

-Willie Wade, VP Community Relations



SUPPLY

People with different levels of education, skills, and experience.

DEMAND

Businesses with talent needs.

EMPLOY MILWAUKEE

THE CONNECTION

MANUFACTURING - CONSTRUCTION **HEALTHCARE - HOSPITALITY** FINANCIAL SERVICES **EMERGING SECTORS**



Business Services

Works directly with local and regional employers to evaluate and address specific workforce needs using a unique set of tools.

Convenes and collaborates with businesses to ensure that they will grow the regional economy with a skilled workforce.

Employ Milwaukee is committed to connecting

individuals to employment

to drive regional economic success and sustainability.



Industry Advisory Boards

Drives the alignment of strategies and investments to respond to current workforce and labor market demands.

> Develops solutions for businesses to fill their current open positions and evaluate skills gap analyses to assess their future hiring needs.



For more information contact: **WILLIE WADE** (414) 270-1776



For more information contact: **PETER COFFARO** (414) 270-1715

"In coordination with the employer-led, demand-driven Industry Advisory Boards, we create strategies to address specific education, training, and workforce needs to ensure the current success and future growth of greater Milwaukee area businesses." Peter Coffaro, VP Business Services



"Employ Milwaukee connected us with qualified candidates who were well-prepared and ready to work. The pre-screening was really valuable and saved us time and money."

Stephanie Kennedy, Senior Director Human Resources,
 DRS Power & Control Technologies

We provide business solutions to strengthen and grow local businesses through industry-driven customized services.

RECRUITMENT

Our services include distributing job openings, coordinating **customized hiring events**, prescreening and interviewing.

TRAINING

To help businesses increase productivity and address the changing nature of their industries, we provide businesses with **customized training solutions**.

On-The-Job Training is available to reimburse some of the costs associated with training a new or current employee.

OTHER RESOURCES

We can provide businesses with information on:

- Labor Market
- Funding/Grant Opportunities
- Tax Credits
- Incentive Programs

SERVICES
FOR
BUSINESSES:
Our Business
Services staff
is the first
point of
contact for
employers

STAMPINGS CORP.

CENTER FOR HEALTHCARE CAREERS

Employ Milwaukee's Healthcare Industry Advisory Board

Employ Milwaukee is the workforce development board serving Milwaukee County.

We are proud to be the integration organization for Center for Healthcare Careers of Southeastern Wisconsin, as well as the coordinating entity for engaging funding partners. By providing infrastructure, support, and project management, we bring a single voice for the Center for Healthcare Careers.



In April, five of southeastern Wisconsin's largest healthcare employers, including Froedtert Health, Aurora Health Care, Children's Hospital of Wisconsin, Wheaton Franciscan Healthcare, and Columbia St. Mary's, announced the formation of an alliance in partnership with Employ Milwaukee to work together to ensure a robust workforce for in-demand healthcare occupations.











"We are united around a shared, urgent need for a skilled healthcare workforce," said Keith Allen, Chief Human Resources Officer, Froedtert Health and Founder of the Center for Healthcare Careers. "Innovation and collaboration are needed now to develop and sustain a diverse and capable workforce to meet the challenges of rising demand for health care services. The Center for Healthcare Careers will focus on preparing people for a wide range of jobs including nursing assistants, pharmacy technicians, nurses, physical therapists and more."

Layoff Transition and Talent Recruitment:

TALENT RECRUITMENT FOR BUSINESSES

We provide employers with access to a skilled labor pool in the greater Milwaukee area. Our methodology includes customized recruitment and training, while working closely with human resources departments to provide support.

- Access to a skilled labor pool in Milwaukee County.
- Customized recruitment events
- Orientations
- Training sessions



LAYOFF TRANSITION SERVICES

The services and resources provided for Layoff Transition get people back to work as soon as possible and minimize the disruptions in life associated with being laid-off. The Rapid Response Team helps with the unemployment insurance process and provides information about training, skills vupgrading and much more.

In 2016, we coordinated four Rapid Response events (three in Milwaukee; one in Waukesha).

URGENT COMMUNITY RESPONSES ARE NEEDED FOR BOTH POSITIVE AND NEGATIVE CIRCUMSTANCES

LAYOFF TRANSITION SERVICES:

- Provide information about available resources and services to affected workers.
- Work with state and local economic development partners to transition workforce to other businesses.
- Connect dislocated workers to new jobs through training, career services, and job fairs.

TRAINING: CLOSING THE SKILLS GAP

Access to Talent is a Leading Determinant of Regional Economic Growth

By working closely with businesses to develop training curriculum, we are preparing future talent. Our training produces results as demonstrated by the more than 2,400 individuals placed into employment.





Examples of training programs:

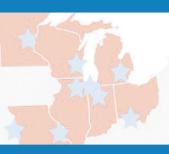
- CNC Machinist
- Industrial Maintenance Mechanic
- Warehouse Worker Certification
- Food Assistant
- Finance Sector Customer Service
- Healthcare Customer Service
- Construction Safety Training, including OSHA30, First Aid and Crane Signaling

MIDWEST URBAN STRATEGIES

The Midwest as a region has unique challenges with attracting and retaining its workforce. As gaps in talent persist, companies relocate to find better, more qualified employees. Midwest Urban Strategies led by Employ Milwaukee is a coordinated effort on behalf of 11 urban workforce boards within the Department of Labor's Region 5 that discuss and collaborate around their shared challenges and opportunities. The consortium is sharing and applying region-wide best practices and integrating efforts and resources to fully maximize federal, state and local funds. Together, the group is creating strategies to bolster regional planning through systematic approaches in attracting and retaining talent through the workforce development infrastructure.

Compete Midwest

GROUP



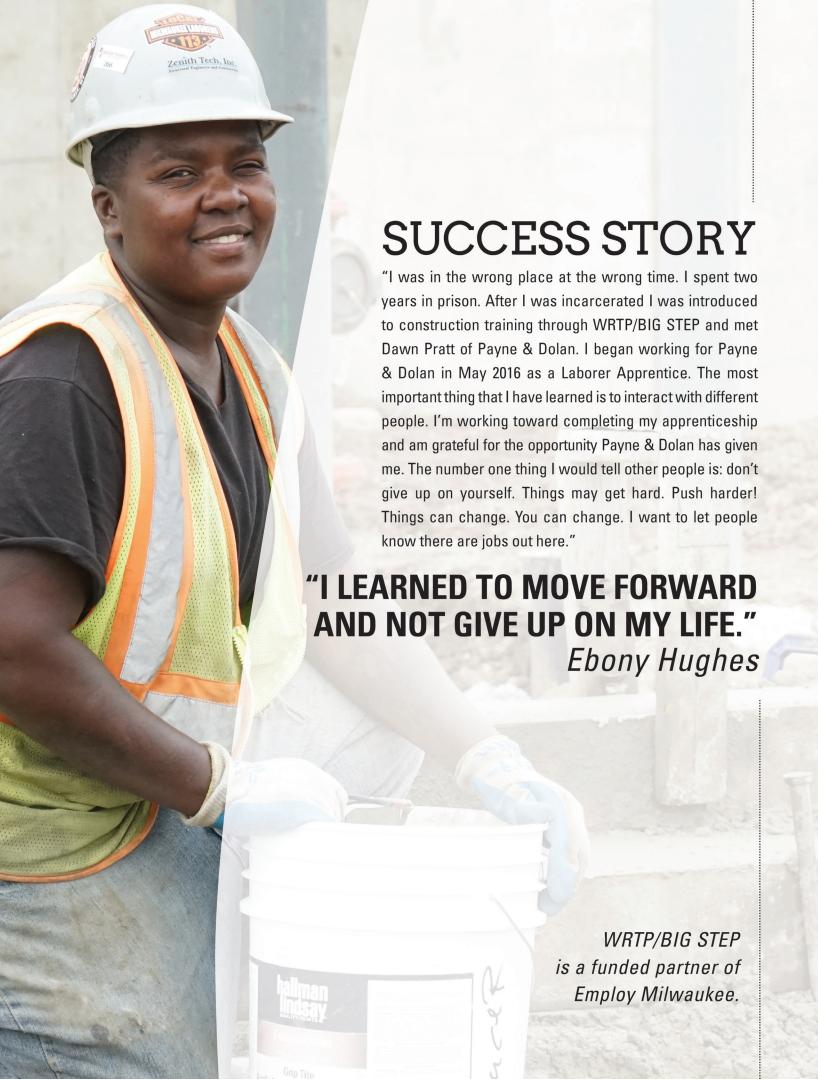
Compete Midwest Urban Strategies Group



BUILDING A COMPETITIVE REGIONAL WORKFORCE SYSTEM:

Milwaukee (WI)
Minneapolis (MN)
Gary (IN)
Indianapolis (IN)
Detroit (MI)
St. Louis (MO)

Cincinnati (OH)
Columbus (OH)
Cleveland (OH)
Chicago (IL)
Kansas City (MO)





American Job Centers (AJC), also known as One-Stop Centers, are designed to provide a full range of assistance to job seekers under one roof. Established under the Workforce Investment Act, and reauthorized in the Workforce Innovation and Opportunities Act of 2014, the centers offer training referrals, career counseling, resume writing, and employment counseling. Employ Milwaukee oversees two American Job Centers, located at:

MAXIMUS

4201 N. 27th Street, Suite #400 Milwaukee, WI 53216

UMOS

2701 S. Chase Avenue Milwaukee, WI 53207

Resource Room at Employ Milwaukee

Our Resource Room is staffed with a full-time Career Coach who can assist you with your job search. Dozens of current job openings are posted daily as well as job-readiness skills workshops. There are 18 computers available to help you explore work or training options today.

The Resource Room located at: 2338 N 27th Street
Monday–Friday from 8:00 a.m. to 4:30 p.m.

A proud partner of the American Job Center network

AJC in the House of Correction

This innovative program provides pre- and post-release services to inmates to ensure they have access to and benefit from the public workforce system.

We have opened an American Job Center at the House of Correction with a \$500,000, two-year grant award from the U.S. Department of Labor. The goal is to help individuals gain employment and reduce their risk of recidivism.

BOARD OF DIRECTORS

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Earl Buford

President & CEO **Employ Milwaukee**

Carol Burgett WDA 2 Director DWD - Job Service

Sheila D. Cochran

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Lea Collins-Worachek

DVR Workforce Development Director (Milwaukee County)

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Cross Management Services, Inc.

Randy Crump

President/CEO Prism Technical Management & Marketing Services, LLC

Dr. Darienne Driver

Superintendent Milwaukee Public Schools

Alicia Dupies

Vice President, Community Relations Milwaukee Bucks

Michael Fabishak

CEO

Assoc General Contractors of Greater Milwaukee Legal Action

Pam Fendt

Research Manager LIUNA, Local No.113

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Wallace White

President / CEO W2Excel, LLC

Patricia Woodard

Adjudication Supervisor DWD - Unemployment Insurance

Steven Xiong

Refugee Services Director Catholic Charities

Renee Zakhar

Executive Director Spotted Eagle, Inc.

STATEMENT **OF ACTIVITIES**

FOR THE 2 YEAR PERIOD ENDING JUNE 30, 2016

INCOME STATEMENT SUPPORT AND REVENUE	2016	2015
Government and Service Contracts	\$14,423,910	\$19,341,755
Contributions COOCO	\$844,104	\$409,971
Other Revenue	\$1,151,035	\$735,195
Total Revenue	\$16,419,049	\$20,486,921
EXPENSES		
Program Services		
Youth Services	\$4,465,490	\$5,343,662
Adult Services O O O O O O O	\$6,690,139	\$9,609,820
Dislocated Worker Services	\$3,264,715	\$3,496,632
Other		\$2,800
Total Program Services	\$14,420,344	\$18,452,914
Management and General	\$2,130,740	\$2,431,065
Total Expenses	\$16,551,084	\$20,883,979
Net Assets Release from Restrictions	\$146,910	\$427,875
Change in Unrestricted Net Assets	\$14,875	\$30,817

FUNDED PARTNERS

America Works Boys & Girls Clubs Center for Self Sufficiency **Community Career Connections CVS Health Corporation Detroit Employment Solutions** Discovery World, Ltd. Dr. Howard Fuller Education Dynamic Workforce Solutions Holy Cathedral Church of God Housing Authority of the City of Milwaukee Interfaith Older Adult Program

Legal Action of Wisconsin MATC - Business Office Maximus, Inc. Milwaukee Christian Center Milwaukee County Parks Northcott Neighborhood House One Hope Made Strong Riverworks Development Corp. Running Rebels Community Org. SE WI Workforce Development Board Social Development Commission St Louis Agency on Training

Junior Achievement of

St. Charles Youth and Family **UMOS** UNCOM UW-Milwaukee WestCare Wisconsin Wheaton Franciscan Healthcare Wisconsin Community Services Wisconsin DWD Wisconsin Regional Training Partnership Wisconsin State AFL-CIO LETC Word of Hope WOW Workforce Development, Inc. YWCA Southeast Wisconsin

MISSION

To build a strong workforce development system by planning, coordinating, collaborating, and monitoring workforce initiatives with businesses, partners and community stakeholders at the local, regional, and state level to ensure a skilled and productive workforce for the 21st century.

2342 N. 27th Street Milwaukee, WI 53210 414.270.1700



SOCIALIZE WITH US EmployMilwaukee

employmilwaukee.org