

Pathways Out of Poverty: Enhancing Green Job Tracks in Milwaukee

May 2011

The Opportunity

- Jobs For the Future (JFF) Implementation Partner for National Fund for Workforce Solutions (NFWS) invited local sites to participate in 2009 application for ARRA US Dept of Labor Pathways Out of Poverty grant
- WFA submitted existing City of Milwaukee / MAWIB projects – ***Milwaukee Builds*** and ***Urban Forestry*** – for enhancement with “Pathways” funds

Why?

Targeted opportunity to demonstrate the Milwaukee Area Workforce Funding Alliance (WFA) mission and goals on a specific project:

- Align public and private funds for stronger impact
- Address individual barriers to employment
- Support emerging “Workforce Partnerships”
- Identify systemic policies and practices for change
- Place 197 trained individuals into “green” jobs

Career Pathways

Jobs For the Future received nearly \$8 million for a national demonstration project, including 5 cities:

- Chicago
- Detroit
- Los Angeles
- Philadelphia
- Milwaukee

\$1,075,000 was allocated for MAWFA to participate with its 2 projects.

MILWAUKEE PATHWAYS OUT OF POVERTY FUNDING



\$8
Million grant to



CHICAGO

PHILADELPHIA

DETROIT

LOS ANGELES



\$1,075,000

CITY OF MILWAUKEE COMMUNITY
DEVELOPMENT GRANTS ADMINISTRATION

Urban Strategies



DEPT OF PUBLIC WORKS –
URBAN FORESTRY



MILWAUKEE
BUILDS

Career Pathways

- Focus on “green” job pathways
 - Developing new credentials and national certifications
 - Attracting low-income individuals into growing industries
- Federal attention to women, ex-offenders & veterans
- Leveraging local resources with NFWS Model:
 - Aligning Public and Private Funding
 - Strengthening Workforce Partnerships
 - Engaging Employers in a Sector-based Training Strategy
 - Addressing Policy Issues

Construction Jobs: Going Green

- Energy Efficient Retrofits
- Building Materials Recycling
- New “Green” Construction
- Weatherization
- Energy Auditing



Milwaukee Builds

Residential Properties: Neighborhood Stabilization Funds (NSP) / HOME Funds / Housing Authority of City of Milwaukee (HACM)

Training Wages: City of Milwaukee Community Development Grant Administration (CDGA)

Training Costs: Milwaukee Area Workforce Investment Board (MAWIB)

Pre-apprenticeship Programs: Wisconsin Regional Training Partnership (WRTP)

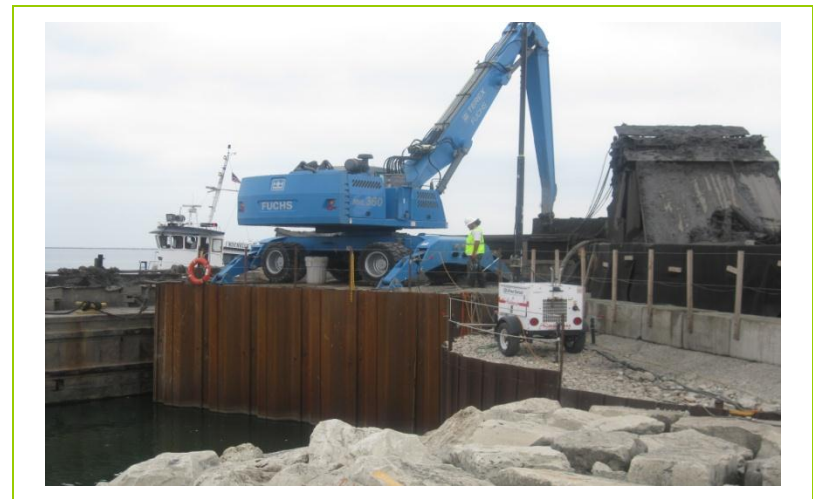
“Pathways” Enhancements



1. Address Barriers to Employment
2. Provide Additional Work Supports
3. Increase Credentials and Certificates for Job-seekers
4. Support New Employer Relationships for Placement
5. Fund Employment Retention Efforts

Urban Forestry Jobs

- Urban Arborist
- Emergency Responders
- Utility Line Workers
- Landscapers
- Heavy Equipment Operators
- Public Infrastructure Jobs



Urban Forestry

Job Training and Sites: City of Milwaukee
Department of Public Works (DPW) Division of
Forestry's *Strengthening Diversity in Urban Forestry*
Project with U.S. Forest Service

Training Wages: City of Milwaukee Community
Development Grant Administration (CDGA)

Training Costs: Milwaukee Area Workforce Investment
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Pre-apprenticeship Programs: Wisconsin Regional
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Pathways Commitments

- \$ 4,855,000 in local leveraged resources
- Demonstration of aligned public and private funding
- At least 300 participants tracked
- At least 197 employed in 2nd quarter after job placement
- New career pathways created, such as credentials and certifications
- Strategies for removing barriers used



*U.S. Department of Labor
Pathways Out of Poverty
Grant To Jobs For the Future*

**Milwaukee Builds
and Urban Forestry**

- DPW (training)
- MAWIB (training funds)
- CDBA (participant wages)
- NSP/HACM (houses for rehab)

CONSTRUCTION
JOB

EDUCATIONAL
INSTITUTIONS

WRTP
APPRENTICESHIP
PROGRAMS

- UTILITY LINE WORKER
- URBAN ARBORIST
- LANDSCAPER

ADDITIONAL
ME2 OR
RETROFIT TRAINING

**Additional Work
Support/Removal of Barriers**

EXAMPLES:

- GED
- TRANSPORTATION
- CHILDCARE
- DRIVERS LICENSE

**Additional Credentials
+/or Certifications**

EXAMPLES:

- CDL
- OSHA 10
- LEAD ABATEMENT
- ELC CERTIFICATE
- NTIA CERTIFICATE

**Additional Job Placement
& Retention Services**

"Pathways" Enhancements + WFA Leveraged Support

“Pathways”-Funded Groups

- Wisconsin Regional Training Partnership (WRTP – BIG STEP) and MMSD
- Milwaukee Community Service Corps
- Northcott Neighborhood House
- Milwaukee Christian Center
- Wisconsin Community Services
- City of Milwaukee Dept of Public Works
Division of Forestry

Pathways Leverage

<u>Committed</u>	<u>Amount</u>	<u>Feb – Sept 2010</u>
• Milw CDBG funds: <i>transitional job support & stipends</i>	\$ 1,000,000	\$ 5,169,000
• Milw HOME funds: <i>housing acq/rehab</i>	\$ 525,000	
• Milw Nghd Stabilization Fund (NSP): <i>housing acquisition</i>	\$ 500,000	
• MAWIB: <i>training funds</i>	\$ 1,000,000	\$ 634,000
• Milw Dept of Public Works (DPW): <i>urban forestry training</i>	\$ 200,000	(2011)
• <i>Private funders</i>	\$ 1,630,000	\$ 597,000
• <i>Other public agencies (HACM, MMSD)</i>		\$ 155,000
TOTAL	\$ 4,855,000	\$ 6,833,000

Financial Status as of 3/31/11

Federal Cash

Cash Receipts	\$ 228,236.99
Cash Disbursements	\$ 249,772.72
Cash on Hand	- \$ 21,535.73

Federal Expenditures & Unobligated Balances

Total federal funds authorized	\$ 1,075,000.00
Federal share of expenditures	\$ 249,772.72
Total administrative expenditures	\$ 6,800.00

Unobligated balance of federal funds	\$ 825,227.28
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Participants To Date

	Total Trained (Currently in Training)	Placements	Credentials
WRTP/MMSD	136 (91)	45	92
MCSC	40 (4)	22	20
NNH	22 (22)	Unreported	Unreported
MCC	34 (13)	6	17
WCS	24 (17)	4	16
UF	39 (15)	12	13
TOTAL	295 (162)	89	158

Integrating Financial Opportunity Centers with Workforce Partnerships

VERSION 02/22/2011



From Training to Employment

Direct Placement or through WRTP's Triada

Contract with Riverworks Development Corporation

- Access to Public Benefits
- Credit Report and Financial Coaching
- Job Readiness and Possible Placement

Contract with Wisconsin Seasonal Workforce Coalition

- “Green” Jobs / Summer Employment
- Seasonal Jobs
- Partnership with WRTP – BIG STEP

Creating Pathways & Linkages (“systems changes”)

- **Monthly Peer Exchanges**
- **Shared Resource List**
- **WRTP’s Entry Level Construction Skills (“ELCS”)**
- **Increased Cooperation and Referrals among Groups**
- **Frontline Worker Professional Development**
 - **March full day workshop (22 people)**
 - **April 3-day GREEN Institute (12 people)**

Next Steps