

2019 ANNUAL REPORT

July 1, 2018—June 30, 2019

Southwest Wisconsin Workforce Development Board, Inc.



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...from a domestic abuse center to working on obtaining her driver’s license to obtaining her own vehicle to completing her GED to working as a caregiver, **Shannon** described Nancy Alseth (FSET) as a wonderful person. “She kept me going forward when I thought I couldn’t”



Duane, who earned his CDL license with WIOA’s and FSET’s assistance, said, “I couldn’t have done this without that assistance and the help from Gabriella and Samantha.”

“Quinton was great to work with. He told me of services that I really needed but didn’t know existed. Without FSET’s assistance, I couldn’t have done it.” —**Tom**, who manages the phone sector for OSL Retail Services

SWWDB is an Equal Opportunity Employer/Program

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A MESSAGE FROM THE CEO, Rhonda Suda

The Southwest Wisconsin Workforce Development Board (SWWDB), through the hard work and dedication of its employees and partners, takes pride in and has been recognized for meeting and exceeding its performance goals over the past number of years. We are one of 11 regional boards established by the Workforce Investment Act (WIA) initially, and more recently by the Workforce Innovation and Opportunity Act (WIOA).

Our vision is to provide innovative leadership advancing a quality talent development system, with our mission being to provide a collaborative talent development system within the region. Based on the consistent and positive feedback from our clients, we believe we are doing just that. After all, it comes down to helping each individual we work with to ensure their success in meeting their goals.



The recent trends of retail closings has hit our area hard. But we have been there to support those who have lost their jobs. In fact, a grant we received titled the Dislocated Retail Worker Program (through the U.S. Department of Labor and Wisconsin Department of Workforce Development) has allowed us additional funds (up to \$15,000 per individual) to further assist those workers affected by these closings. These funds are in addition to the ongoing resources we offer to assist the other unemployed individuals.

Whether our services include assessment, training, retraining, résumé and unemployment assistance, referrals or coordination, or more specific assistance such as housing, transportation, education, internships or work experience, we provide helpful and necessary resources to get our customers back on the road to employment.

We are definitely meeting our goals through innovative and successful offerings. That includes building a talent delivery system, building relationships with our partners, systematically educating and informing the public, the unemployed and other stakeholders, advancing financial viability, focusing on and advancing workforce services, and connecting youth to the workforce system.

We make every attempt to keep current with our methods and services. We plan and prepare for the future by analyzing trends so that we can react quickly and effectively as economic and workforce conditions change. We remain ready and able to assist any individual or organization that comes to us for our critical services.



Blaine had been in jail for a drug conviction, but with Windows to Work and FSET assistance, is now clean and working at Morgan Corp. "I think they're wonderful by sticking with me, not giving up on me," he said, speaking of his P.O., Harold and Quinton

Michael was at the GIFTS men's shelter in Janesville, dealing with addiction problems. With FSET's and Nancy Alseth's help, he is now working as a welder at BlueScope in Evansville. "FSET's a great program, and Nancy is an awesome person. We worked well together."



ABOUT THE SWWDB

The Southwest Wisconsin Workforce Development Board is one of 11 in the state established by the Workforce Innovation and Opportunity Act (WIOA). SWWDB is responsible for the planning and oversight of the workforce system in southwest Wisconsin—the counties of Grant, Green, Iowa, Lafayette, Richland and Rock.

All services are driven by the needs of employers and workers and are available through the ‘one-stop’ Job Centers, as well as through our virtual job center—www.jobcenter.org.

SWWDB represents the public/private nature of the workforce system. Board members represent private sector businesses, as well as leaders from education, labor, economic development and other public agencies.

2019 BOARD MEMBERS

Officers

- Maria Lauck, Chair, EML Farms, Private Sector
- Christopher Comella, 1st Vice Chair, Inclusa, Private Sector
- Ron Becher, 2nd Vice Chair, J.P. Cullen & Sons, Private Sector
- James Otterstein, Treasurer, Rock County Economic Development Agency, Public Sector
- Lisa Omen, Secretary, Forward Service Corporation. Private Sector

Members

- Brittni Ackley, Monroe Truck, Private Sector
- Art Carter, Green County Board, Public Sector
- Ivan Collins, Rock County Central Labor Council, Public Sector
- Jeff Ellingson, Edelweiss Chalet Country Club, Private Sector
- Charles Elliott, Johnson Insurance, Private Sector
- Gina Erickson, TRICOR Insurance, Private Sector
- Kendal Garrison, Lactalis Cheese, Private Sector
- David Gasper, Miniature Precision Components, Inc., Private Sector
- Linda Hendrickson, Unemployment Insurance Division, Public Sector
- Ela Kakde, Platteville Area Industrial Development Corporation, Public Sector
- Jill Liegel, Land’s End, Private Sector
- Troy Marx, Upland Hills Health, Private Sector
- Heather McLean, Reddy Ag Service, Inc./Ross Soil Service, LLC, Private Sector
- Tracy Pierner, Blackhawk Technical College, Public Sector
- Dale Poweleit, Steamfitters Local 601, Private Sector
- Tom Schmit, Hodan Community Center, Private Sector
- Dave Shaw, WI Department of Workforce Development, Job Service Bureau, Public Sector
- Andrea Simon, Division of Vocational Rehabilitation, Public Sector
- Barb Tucker, Southwest Technical College, Public Sector
- Michael Williams, Bricklayers and Allied Craftworkers, Private Sector

SWWDB PROGRAM & FINANCIAL OVERVIEW

The Southwest Wisconsin Workforce Development Board, for the program year 2018, which runs from July 1, 2018 to June 30, 2019, **had revenues exceeding expenses by \$106,876**. The primary source of these unrestricted funds relates to the fees received from services for the **Ticket to Work** program and providing **Benefits Analysis for 117 customers**.

During this year, the SWWDB:

- Served **866** FoodShare Employment and Training (FSET) participants;
- Worked with **930** Workforce Innovation and Opportunity Act (WIOA) participants (which include all Rapid Response activities and the Retail Grant program);
- Assisted **89** Department of Corrections participants and **nine** WWDA Re-Entry participants;
- Employed **58** SCSEP/WISE workers;
- Assisted **60** Foster Care/Independent Youth; and
- Has or had on-staff **89** leased employees (including a summer internship program, which provided work experience for **34** interns for **23** different employers).

In addition, the SWWDB has **had very successful audits and monitoring reports** within the financial department. The official audit by Wegner was sparkling clean as the auditors (for the 4th year in a row) did not have any adjusting journal entries SWWDB had to make.

In their findings, Wegner stated:

- In our opinion, SWWDB complied, in all material respects, with the type of compliance requirements that could have a direct and material effect on its major federal program and its major state program for the year ended June 30, 2019;
- The financial statements audited were unmodified and prepared in accordance with GAPP;
- There were no material weaknesses identified regarding internal control over the financial reporting, nor any significant deficiencies nor noncompliance identified;
- The same was true for all federal award reports, nor were there any audit findings disclosed required to be reported in accordance with 2 CFR 200.516(a).
- The SWWDB qualified as a low-risk auditee and there were no matters reported regarding SWWDB's financial statement findings nor its federal and state award findings.

Revenue sources:

Funding Source	Revenue	Funding Source	Revenue
WIOA Title 1 Administration	\$92,242	WI Re-Entry	\$65,199
WIOA Title 1 Adult	\$313,085	Windows to Work	\$78,000
WIOA Title 1 Youth	\$371,077	Independent Living	\$58,706
WIOA Title 1 Dislocated Worker	\$213,099	WISE/SCSEP	\$366,026
Rapid Response	\$209,961	FSET	\$1,640,466
Retail Grant	\$8,985	Leased Employees	\$487,627
WAGE\$	\$45,110	Ticket-to-Work & Ben. Counsel	\$304,047

WIOA TITLE I PROGRAM PERFORMANCE

The following figures and percentages reflect the most recent fiscal or program year data that is available. These figures do not always mesh with the various program or fiscal years of some of the services covered in other sections of this report. Performance measures are negotiated between the SWWDB and the state, and between the state and the federal Department of Labor, who oversees the outcomes of the WIOA. In general, this involves a two-year process.

WIOA TITLE I PROGRAM PERFORMANCE FOR PY 2018

Adult Program

	<u>Goal</u>	<u>Actual</u>	<u>Status</u>
Quarter 2—Unsubsidized Employment	76%	76.6%	Exceeded
Quarter 4—Unsubsidized Employment	71%	71.6%	Exceeded
Median Earnings	\$4,100	\$5,437	Exceeded
Credential Attainment Rate	57%	79.2%	Exceeded

Participants Served

- Total—202 Participants
- Career Services—202 Participants
- Training Services —70 Participants
- Exited—145 Participants

Dislocated Worker Program

Quarter 2—Unsubsidized Employment	81%	81.3%	Exceeded
Quarter 4—Unsubsidized Employment	79%	74.7%	Meet
Median Earnings	\$7,100	\$7,357	Exceeded
Credential Attainment Rate	65%	82.9%	Exceeded

Participants Served

- Total—161 Participants
- Career Services—161 Participants
- Training Services—52 Participants
- Exited—111 Participants

Youth Program

Quarter 2—Unsubsidized Employment	65%	76.3%	Exceeded
Quarter 4—Unsubsidized Employment	64%	76.9%	Exceeded
Credential Attainment Rate	62%	71.8%	Exceeded

Participants Served

- Total—113 Participants
- Career Services—113 Participants
- Training—39 Participants
- Exited—83 Participants

TICKET TO WORK

The main components of Ticket to Work are Benefits Counseling, Resource Coordination and Links to Employment Services.

- **Benefits Counseling**, provided by Ryan Schomber, assists job-seekers with understanding how earnings may affect disability payments, health care, and other publicly-funded benefits. It is offered to individuals participating in the Division of Vocational Rehabilitation (DVR) services or Social Security's Ticket to Work program. This counseling allows job-seekers to better understand how their work choices and earnings may affect disability payments, health care and other publicly-funded benefits, and is an essential part of getting and keeping a job.
- **Resource Coordination** connects clients with community supports and organizations. Support in areas such as transportation, housing, health care and similar services help in keeping one's job.
- **Link to Employment Services** helps clients connect with any of the various employment and training programs operated out of the Job Centers. Services include: help with résumés, cover letters and references. Interviewing assistance and other informational workshops are also available.

For the year 2019, Ryan provided Work Incentive Benefits counseling to **120** new individuals enrolled with DVR. He also assisted another **35** individuals throughout the year enrolled in the Ticket to Work program through the SWWDB. In addition, he provided follow-up counseling to many other individuals that had used DVR and/or Ticket to Work in the past. Ryan also continues to serve as the local Equal Opportunity and Equal Employment Opportunity Officer for the SWWDB, serving WDA 11.

WISE PROGRAM

Headed by Harold Luther, the Wisconsin Senior Employment (WISE) program is designed to improve and build upon the existing skills that an individual, aged 55 or older, currently possesses. The WISE program offers training for employment, providing paid, part-time temporary work experience while promoting the transition into unsubsidized employment, i.e., it is not permanent employment. Participants must be otherwise unemployed, a resident of Wisconsin, and must meet federal guidelines regarding income. Below are some monthly statistics for year 2018-19.

MONTH	SLOTS		COMM. SERV. HRS.		PLACEMENT %		MINORITY %		WAIT LIST
	<i>Plan</i>	<i>Actual</i>	<i>Plan</i>	<i>Actual</i>	<i>Plan</i>	<i>Actual</i>	<i>Plan</i>	<i>Actual</i>	
July, 2018	38	33	2,960	2,567	5%	7.00%	20%	60.1%	25
August	38	32	2,960	2,422	5%	6.25%	20%	60.1%	25
September	38	33	2,960	2,472	5%	6.25%	20%	56.4%	15
October	35	35	2,960	2,503	5%	5.10%	20%	56.4%	10
November	38	34	2,960	2,584	5%	8.82%	20%	44.1%	10
December	38	34	2,960	3,902	5%	8.82%	20%	41.2%	10
January, 2019	38	35	2,960	3,844	5%	8.75%	20%	40.0%	10
February	38	37	2,960	2,592	5%	13.5%	20%	40.1%	15
March	38	37	2,960	2,726	5%	13.5%	20%	40.5%	17
April	38	35	2,960	2,702	5%	13.5%	20%	34.3%	20
May	38	39	2,960	4,764	5%	12.8%	20%	41.0%	20
June	38	38	2,960	3,613	5%	15.8%	20%	42.1%	20

WINDOWS TO WORK PROGRAM

The Windows to Work program, headed by Harold Luther, assists the incarcerated through a rehabilitation curriculum, allowing them to be more aware of what constitutes a criminal life and how they can and should take accountability for their actions. The course takes between four to eight months while participants are incarcerated and serves between 40-80 inmates per year. The Department of Corrections (DOC) has provided a \$50,000 grant to help with the myriad of issues inmates face, such as helping them obtain their driver's license, providing security deposits for housing upon release, transportation costs and even child care. Following are some statistics from the 2018-19 program year (totals are cumulative, month to month).

MONTH	CLIENTS SERVED	EMPLYD. YTD	AVG. SALARY AT EXIT	CURRENTLY ACTIVE MINORITY %		FEMALES ENROLLED	RECIDIVISM (ACTUAL)	EXITS (ACTUAL)	
				Plan	Actual				
	<i>Slots</i>	<i>Actual</i>	<i>at exit</i>			<i>Actual</i>			
July, 2018	10	18	15	\$11.75	20%	38%	1	0	0
August	10	25	17	\$12.17	20%	32%	2	0	5
Sept.	10	30	19	\$12.10	20%	26%	2	0	5
October	10	32	21	\$ 9.84	20%	26%	2	1	2
Novemb.	10	41	29	\$10.55	20%	31%	2	0	2
Decemb.	10	43	30	\$10.55	20%	28%	4	0	1
Jan., 2019	10	49	34	\$12.51	20%	32%	4	0	1
February	10	51	38	\$12.61	20%	32%	4	0	2
March	10	63	44	\$12.50	20%	29%	5	1	1
April	10	66	48	\$11.76	20%	26%	5	0	2
May	10	82	67	\$10.50	20%	20%	8	2	7
June	10	82	72	\$11.26	20%	24%	8	2	9



Universal Forest Products' (UFP) HR Recruiter Bob Binkley (left) and Jim Hawk, Safety Director, on hiring Ticket to Work employees: Bob: "We're not worried about their past but mainly their future. Without a job, these people would be in limbo." Jim: "For many, this is the first time in their lives they've gotten respect."



Tom Richter, HR Recruiter (left), Team Lead, Morgan Corp, Janesville, along with SWWDB's Harold Luther (right) on hiring and utilizing Windows to Work employees extensively: "I can see it making a difference in their lives. Most are decent people, looking for a break."

FSET PROGRAM

The FoodShare Employment and Training (FSET) program helps job seekers to utilize and maximize their strengths, needs and preferences to obtain economic self-sufficiency through successful competitive employment skills. Wisconsin has been recognized nationally for offering a voluntary FSET program with superior services and outstanding results, and the SWWDB is one of the leaders in Wisconsin. With the passage of the new FoodShare requirements, Able Bodies Adults Without Dependents (ABAWD) are required to participate in FSET in order to continue to receive FoodShare (FS) benefits.

The following charts show how successful the SWWDB's FSET program has been, meeting or exceeding every SLA goal. The Service Level Agreements (SLAs) are but one way that the Department of Health Services (DHS) measures performance. SWWDB began tracking these performance measurements in October, 2018. There are six SLAs:

- **Quarterly Reports**—these must be submitted no later than six weeks after the end of each quarter. These have always been submitted on time.
- **Quality Assurance Reports**—these too must be submitted no later than six weeks after the end of each quarter. These have also all been submitted on time.
- **Average Enrollment Rate**—this includes the ratio of the number of new enrollments to the number of new referrals received, which must be equal to or greater than 25%. In other words, FSET needs to be enrolling at least 25% of the customers it has received referrals for. This is measured monthly and then averaged over the quarter. The 30.8% rate is well above the 25% minimum SLA.
- **FSET Component Participation**—at least 40% of the customers who are enrolled must be participating in an FSET activity. They are considered to be participating if they complete greater than zero hours for the month. This is measured monthly and averaged over the quarter. The 78.9% exceeds the 40% SLA minimum.
- **Education and Training Component**—at least 25% of the enrolled customers should be assigned to an education or training activity. This is measured monthly and averaged over the quarter. The 59.6% by far exceeds the 25% minimum SLA figure.
- **Annual Case Review**—this SLA encompasses many different categories, but the only segments that can be easily quantifiable are that at least 95% of the customers who are referred must be contacted within five business days of receipt of the referral, and at least 95% of referred customers must be scheduled for their first orientation appointment within ten business days. Every month's figure exceeded the SLA's.

SLA CATEGORY	Goal	Actual
Average Enrollment Rate	25%	30.8%
Component Participation	40%	78.9%
Education & Training	25%	59.6%
Contacting Referrals	95%	99.6%

INDEPENDENT LIVING PROGRAM

The Independent Living Program (ILP) creates a pro-youth regional network of services, providers and support systems, creating resource capacity where gaps in services exist in order to provide and access broad service availability throughout the region where eligible youth are located.

ILP partners with child welfare agencies on transition planning and participation in identified action items on the Independent Living Transition to Discharge (ILTD) plan, beginning at age 17.5.

ILP is the primary direct services provider to youth ages 18-21 (23 for ETV/Brighter Star recipients, ETV standing for Education and Training Voucher, the predecessor of Brighter Star) who have aged out of foster care or out of home care through a court-ordered placement. ILP assists these youth in making a smooth transition to independent living and adulthood, including:

- academic support to complete high school and/or postsecondary education
- coaching to obtain and maintain employment
- assistance in obtaining housing
- providing connections to health care to meet their medical needs
- supporting them in making positive connections through youth advisory council meetings
- providing resources to meet other basic needs.

In **2019**, the ILP actively served **32** youth, **seven** pre-active youth, and **20** youth attempting to locate and engage in the program, adding up to **59** total youth served in 2019.

Jodi Rich, Youth Programs Specialist, attended the 3rd annual Hands Around the Capitol event held May 22, 2019 to help raise awareness for foster care awareness month. The event is planned by youth who were or still are in foster care. The Statewide Youth Advisory Council (YAC) meets multiple times a year and plans the event, with the emphasis centering on dispelling the stigma of foster care, mental health, college and education as well as housing and homelessness.

Brighter Star funds has helped to purchase laptops, paid for tuition, rent, room and board, meal plans, and car insurance for youth that are enrolled in postsecondary education. Supportive Services funds have been used to purchase apartment start up kits for youth.

A particular highlight was when an IPL Youth was gifted with an auto donated by Hesgard Collision in Monroe. **Carolina** (*pictured at right*) had heard about the possibility of obtaining the vehicle, so she made a commitment to obtaining her driver's license. She passed her driver's license test in November. She said she wouldn't forget about the difficulties she encountered before having the car. She walked everywhere in the cold and hot weather. She would take a cab to appointments, feeling bad when she arrived late due to circumstances beyond her control. Other businesses chipped in to offset her maintenance costs, oil changes, rotation, balance and alignment, gas cards, and even a gift certificate to an auto business. "I can never thank my team enough for what they have done for me," Carolina said.



WAGE\$

WAGE\$, which stands for **Wisconsin Apprenticeship Growth and Enhancement Strategies**, builds upon national support to expand apprenticeships. SWWDB helped to secure the funds to build and grow apprenticeships in area businesses. The U.S. Department of Labor awarded \$5 million to the Department of Workforce Development as part of an American Apprenticeship Initiative that includes training for 1,000 new apprentices across 12 occupations in three sectors.

Among the WAGE\$ workshops and related activities were the following events in 2019:

- A **Mechatronics Technician Apprenticeship** program, featuring the spring, 2019 cohort class, which started January 17 at BTC's Milton Campus. Companies that sponsored employees for this class included:

- * Faith Engineering, Monticello
- * Klondike Cheese Co., Monroe
- * MPC, Inc., Janesville
- * Pratt Industries, Beloit

- A **Maintenance Technician/Industrial Electrician** class started on August 14 at BTC's Milton Campus. Companies that sponsored employees for this class included:

- * Frito-Lay, Beloit (2)
- * Grande Cheese, Juda (3)
- * Latitude Corp, Verona (1)
- * Badger State Ethanol, Monroe (1)
- * Seneca Foods, Janesville (2)

- Seven employer representatives from the Monroe area attended the initial kickoff event on May 20 at BTC's Monroe Campus. There were 29 people at the event. Among the companies represented were:

- * Precision Drive and Control, Monroe
- * Orchid International, Monroe
- * Quest Industrial LLC, Monroe
- * Badger State Ethanol, Monroe
- * Metz Welding, Gratiot
- * Cate Machine & Welding, Belleville
- * Stoughton Trailers, Stoughton & Brodhead



CESA 3 School-to-Work Coordinator Tom Martin address the group attending the WAGE\$ Workshop on May 20, 2019 at BTC. He spoke about manufacturing programs and how businesses could benefit from the WAGE\$ pipeline



Veteran's Services' Local Vet Employment Rep Bill Matteson prepares to enjoy the meal at the May 20 event.

WAGES

Titled *Building Your Manufacturing Talent Pipeline Through Apprenticeship*, a **WAGES Lunch and Learn Event** was held June 26 at BTC's Central Campus, with 46 individuals and 21 companies attending. Among the companies were:

- * Accurate Machine Products, Janesville
- * American Construction Metals, Beloit
- * American Extrusion Internatl., South Beloit
- * Broaster Company, Beloit
- * County Materials Corporation, Janesville
- * Express Employment Professionals, Janesvl.
- * Foremost Media, Janesville
- * Frito-Lay, Beloit
- * IPEC, Fort Atkinson
- * JNB Signs, Inc., Janesville
- * MPC, Inc., Janesville
- * Northland Equipment Co, Janesville
- * SHINE Medical Technologies, Janesville
- * Sielaff Corporation, Mineral Point
- * Spacesaver, Fort Atkinson
- * Spuncast, Inc., Watertown
- * Synder's Lance/Kettle Foods/Campbell's, Beloit
- * Pierson Products/Trigger Precision Products, Inc., Janesville
- * Universal Recycling Technologies, Janesville
- * Woodward, Inc., Loves Park/Rockford, IL
- * Zalk Josephs Fabricators, LLC, Stoughton



BTC Director of Workforce and Community Development Mark Borowicz (right) talks to SHINE employees David Bradley (HR), left, and Jaimie Pierce, center, Training Manager at the June 26 event.

- A **WAGES Apprenticeship Lunch and Learn** event, **Building Your Talent Pipeline through Apprenticeship**, was held November 20 at the Wisconsin Bank and Trust, Platteville. There were 21 people present, and eight companies. Among them were:

- * 3M, Prairie du Chien
- * Foremost Farms, Lancaster/Baraboo
- * Meister Cheese Co., Muscoda
- * Platteville Regional Chamber & Travel Wisconsin Welcome Center
- * Rayovac, Fennimore
- * Seats, Inc., Richland Center
- * Shake Rag Alley Center for the Arts, Mineral Point
- * Upland Hills Health, Dodgeville



Milton Rogers, Apprenticeship Training Rep-Bureau of Apprenticeship Standards, presents information at the WAGES session in Platteville on November 20.

JOB FAIRS/HIRING EVENTS

There were a number of Job Fairs/Hiring Events held throughout the 2019 calendar year available to the general public and client job-seekers, plus many on-site individual employer recruitment events. All Janesville events were offered at the Rock County Job Center, Beloit events at the Community Action Training Center, and Richland events at the Phoenix Center, unless noted otherwise. Following is a compilation of statistics of those events:

JOB FAIR/HIRING EVENTS

- January 16, Janesville, 200 job-seekers, meeting with 50 employers offering over 1,300 job openings
- February 13, Beloit, 65 job-seekers, meeting with 23 employers offering over 520 job openings
- March 13, Janesville, 138 job-seekers, meeting with 46 employers offering over 825 job openings
- March 20, Richland Regional Job Fair, 63 job-seekers, meeting with 28 employers
- April—no hiring event offered this month
- May 8, Beloit, 108 job-seekers, meeting with 18 companies offering over 400 job openings
- June 12, Janesville, 117 job-seekers, meeting with 50 companies offering over 1,655 job openings
- July 10, Beloit, 92 job-seekers, meeting with 24 companies offering over 500 job openings
- August 14, Janesville, 109 job-seekers, meeting with 44 companies, offering over 800 job openings
- September 10, Janesville, 111 job-seekers, meeting with 45 companies, offering over 875 job openings
- September 25, Richland, 42 job-seekers, meeting with 24 companies
- October 9, Beloit (manufacturing event), 62 job-seekers, meeting with 15 companies offering over 250 job openings
- November 6, Janesville, 110 job-seekers, meeting with 44 companies, offering over 1,300 job openings
- December—no hiring event offered this month

INDIVIDUAL EMPLOYER RECRUITMENT EVENTS

- January, 17 for nine companies
- February, 14 for nine companies
- March, 15 for 10 companies
- April, 10 for seven companies
- May, eight for five companies
- June, 13 for nine companies
- July, 10 for six companies
- August, 13 for six companies
- September, 14 for seven companies
- October, 16 for seven companies
- November, three for three companies
- December, seven for six companies



Two job-seekers speak with Furst Professionals' Recruiter Rachel Thoman at the Rock County Job Center Job Fair on November 6, regarding their openings for a myriad of positions.

YOUTH APPRENTICESHIP, PATHWAYS

Starting in October, 2019, SWWDB Job Development/Apprenticeship Liaison Dana Melahn job-shadowed Blackhawk Technical College as the Alternate Regional Coordinator for the Youth Apprenticeship Consortium for Rock and Green County school districts. Dana has also been attending the monthly BTC Youth Apprenticeship School-Base Coordinators' meetings to develop further relationships. She has been able to provide job leads and resources to the School-Base Coordinators for their students. Although this is a relatively new program, much has been done to establish a solid baseline for implementation.

DPI Pathways Maps Grant Report

- In November, 2019, Dana attended the training session regarding the DPI Pathways Maps grant. Pathways Wisconsin is a regional approach to deliver high-quality state-endorsed regional career pathways in the state. Career pathways aligns education and training with the needs of the local job market. It also provides a range of postsecondary options, resulting in a high school diploma with at least one industry-recognized credential, and helps students to enter or advance within a occupation.
- Dana also attended the Education and Business Partnerships Conference for Pathways Wisconsin on December 11, 2019 in Madison to learn more about how the Pathways maps work and how to implement this process in Rock and Green County.
- Connections have been made with school districts through the Youth Apprenticeship Program. From these relationships, upcoming meetings have been scheduled with school districts to share with them the Pathways Maps so they can be implemented in the Rock and Green County school districts.

MANPOWER/ONE STOP OPERATOR (OSO)

During the program year 2018-19 (July 1, 2018-June 30, 2019), Manpower Government Solutions served **225 adults**, with **69** of them being in the southwest counties, **189** of them being dislocated workers, **22** of them in the southwest counties. There were **137 youth served**, **24** of them in the southwest counties of Lafayette, Grant, Richland, Iowa.

WIOA witnessed **81** of the participants **exit to employment or education**, with **19%** exiting due to **non-compliance and unemployment**. Program year 2018-19 Quarter 4 outcomes had a **rate exceeding 10** of the measurements and **meeting one** of them.

Dislocated worker services were offered to the following area stores that closed: Ariens, Boston Store, Daniels of Janesville, Fuddruckers, Staples, Kiddie Ranch-Beloit, Sears, Dress Barn, Yankee Candle, Payless-Beloit & Janesville, and Shopko-Beloit, Janesville, Monroe & Lancaster. Of these closings, which affected **536** employees, **18** Rapid Response sessions were held with **66** participants enrolling into the WIOA Dislocated Worker program. WIOA Title 1 staff held office hours onsite at Ariens and Shopko-Beloit, to make it easier for those who were still working to receive WIOA career services while still employed. This transition made it easier, as many got back into the workforce while still employed or soon after their layoff.

In addition, as the One Stop Operator (OSO) rep, Manpower's Casey Dobson facilitated monthly management meetings with all required partner agencies, the building owners (Rock County) and many other partner programs. OSO facilitates career services meetings that invite community-based organizations to come to the Job Center to discuss the services and programs they have available.



Tina lost her 24-year job at Shopko. WIOA Career Specialist Cyndi Pohl helped her land a job as Assistant Manager at Kwik Trip, utilizing the new Dislocated Retail Worker's Program. "She was there every step of the process," Tina said. "I couldn't have gotten nearly as far as I did without her help."

BUSINESS SERVICES

There were **24** company closures or downsizing events which the Rapid Response team worked with during this past calendar year (2019). Most of the affected workers were from Sears, Shopko and Payless Shoes. Shown below is a job fair held at Durst/Masteregear USA with 10 companies in attendance. A total of **39** workers went through this job fair.



DISLOCATED RETAIL WORKER'S PROGRAM

This recently-developed program (started in early 2019) is designed to help workers affected by retail industry layoffs.

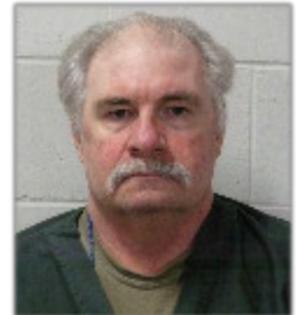
Provided by the U.S. Department of Labor through the state DWD, the funds are designed to enhance already-existing services to help with services such as transportation, child care, testing, housing, tools and uniforms as participants prepare for a new job or career.

Those eligible have the opportunity to work with professional career planners to develop their next steps, with up to \$15,000 available to each as they search for new jobs and careers.

Joni lost her job at Community Action's First Choice clinic after 14 years. With the help of WIOA and Cyndi with job location and uniform costs, she landed a job at NorthPointe Wellness, Roscoe, IL. "Cyndi was very attentive and helpful. She was really effective in assisting me."



After not working for 30 years due to being in prison, **Alvin** used the support of many people, including Teresa and Windows to Work to land a job as a janitor at Skyway. "I'm so grateful for all of the assistance everyone has given me. I truly enjoy my job."



FSET assisted **Jalysa** with obtaining her college degree, as well as transportation and encouragement. She now works for the Department of Corrections at their Wisconsin Secure Program Facility in Boscobel. She thanked Teresa for her assistance. "It's not the most appealing job for some women, but research supports their (females') effectiveness."



"This wouldn't have happened without Nancy's and FSET's help," **Noel** said. After living in transitional housing due to abuse, she moved into her own apartment and completed the Early Childhood Education degree program at BTC, with the plan to open her own in-home child care facility.



HELPING PEOPLE IN NEED



Tara lost her job at Mercy as a medical transcriptionist. She utilized WIOA and FSET to retrain as a Certified Medical Assistant (CMA). She now works at SSM, Janesville. "When I met with Cyndi, she helped me a great deal. That, along with Gabriella's help, provided me the resources without which I couldn't have returned to school."



Elmer landed a job at Generac with Nancy and FSET's help. "When I enrolled I didn't think they would be as helpful as they were, but they really drove me to get a good job."



Laid off from a local title company, **Greg** now runs and owns Heinen Residential Appraisal. Cyndi/WIOA helped him move toward owning his own business. "Cyndi helped me to make this transition as seamlessly as possible. Her enthusiasm is infectious."



FSET (Nancy) and BTC (Carol Seichter) helped **Tim** earn his HSED and land a great position as a pipe operator at North American Pipe. "Carol was absolutely the best teacher I ever had, and Nancy was just a delight, happy and enthusiastic, exuding a positive attitude."

Mack utilized Windows to Work and FSET/Teresa Burton. Now with Emmi Roth, Platteville, he said, "Life as an ex-inmate can be overwhelming and stressful as everything bombards you. I was blessed to be able to find a job."

Christopher lost his long-time job at Industrial Combustion. He utilized FSET and Mary Dietz to land an excellent job as an Engineer at Honeywell in Freeport, IL. "Mary was extremely helpful. She not only provided moral support, but other assistance such as gas vouchers, auto repair, and job searches, which really kept me solvent," he said.

Steve lost his job in the Staples' cutback. He met with Cyndi (Pohl), where he decided truck driving would be his new direction. WIOA funded his coursework and he now drives for DHL, DeKalb, IL. "Cyndi did everything for me. She set up my schooling and all the resources I needed. She was absolutely incredible. I could not have done any of this if not for her help."

Jeremy is an ex-inmate, who is now a painter at Morgan Corp. He started at the GIFTS Men's Shelter, then utilized Job Service and FSET, lauding the help Nancy provided. "I'm just so thankful for all of the organizations and individuals that helped me," he said. He successfully exited FSET.