

BUILDING HUMAN CAPITAL: ADULT EMPLOYMENT AND TRAINING FUNDING - 2018 Mid-year Outcomes

ADULT EMPLOYMENT AND TRAINING FUNDED PROGRAMS

Common Wealth Development	STEP	\$65,000
Goodman Community Center	Adult Employment	\$20,000
Kennedy Heights Neighborhood Center	KH Adult Resource Development	\$12,000
Literacy Network	College Success Employment Training	\$16,000
Literacy Network	Computer Skills / Employment Literacy	\$12,000
Lussier Community Education Center	BEATS	\$18,000
Madison-Area Urban Ministry	MUM Just Bakery	\$85,000
Omega School	Omega GED / Basic Skills	\$60,000
Urban League of Greater Madison	Construction Employment Initiative	\$173,000
Urban League of Greater Madison	ULGM ADVANCE Employment Services	\$105,000
Vera Court Neighborhood Center	Workforce Essentials	\$65,000
Vera Court Neighborhood Center	Industry-Specific Training	\$19,000
Vera Court Neighborhood Center	Education Advancement	\$29,000
WRTP	Big Step	\$50,000
YWCA of Madison	YWCA YWeb Career Academy	\$50,000
	Total	\$779,000

MILESTONES, CHALLENGES & LEARNINGS

- New reporting metrics have been established through research and dialogue with agencies and funded partners.
- New metrics introduce new data collection challenges to tackle, as well as opportunities for agencies to both better evaluate their work, tell their success stories, and document barriers. 2018 is a year to establish baselines and iron out data collection “kinks.”
- No universal database exists to align data from adult programs. This provides a data challenge: we are not able to confirm an unduplicated number of adults when program data is aggregated.
- Measuring success in job attainment is multi-faceted and wage growth is not a metric that applies to all programs universally, nor does it capture all the elements of career and quality of life improvement.
- System barriers that programs routinely address include: Transportation, childcare (despite the availability of the City of Madison tuition assistance), mental health, housing and the benefits cliff.
- Programmatic challenges include: Maintaining contact with participants after program completion, resources needed for data collection and reporting, effectively reaching women to explore the building trades.
- Agencies and community stakeholders continue to build collaboration around addressing these issues through the City’s Construction Employment Initiative, the United Way’s HIRE initiative and the Employment & Training Coalition of Dane County. A few examples in discussion currently:
 - How to measure wage and employment growth effectively
 - The viability and sustainability of using both a shared communication or data platform
 - Leveraging community resources to increase the pipeline of women into the construction trades

Mid-year data is provisional in nature - not all data has been received from agencies at the time of this report - 9/26/2018.

BUILDING HUMAN CAPITAL: ADULT EMPLOYMENT AND TRAINING FUNDING - 2018 Mid-year Outcomes

SERVICES PROVIDED

- 200+** Hours of hosted trainings and workshops at Neighborhood centers
- 1755** Hours of drop-in, 1-on-1, or case management programs
- 3394** Hours of supported work placements
- 3238** Hours of GED preparation support
- 873** Hours of Foundational Work Readiness Training: Employability Skills, English Language, and Adult Basic Education (ABE)
- 6960+** Hours of Industry specific skill-based trainings
- 24** Foundational and Industry Specific training cohorts
- 230** Hours of group or peer support provided

PARTICIPATION & COMPLETION

- 186** Participants in hosted trainings and workshops
- 117** Participants in drop-in, 1-on-1 support, or case management programs
- 65** Participants in supported work placements
- 195** Participants in GED prep services
- 72** Participants in Adult Basic Education
- 131** Completed ABE/GED courses or hit benchmarks for GED prep attendance
- 324+** Participants enrolled in Foundational and Industry Specific training programs
- 204+** Participants completed Foundational and Industry Specific training programs

SKILL & EDUCATION OUTCOMES

- 120** Participants obtained a credential or certification
- 29** Participants mastered 1 or more ABE competency
- 20** Participants advanced 1 level in English proficiency
- 29** Participants passed their first HSED subject or GED test
- 74** Participants passed 2 or more tests/subjects & continue studying
- 38** Participants obtained their GED/HSED
- 103+** Participants enrolled in continued education or job skills training
- 28** Participants earned credit toward Madison College

EMPLOYMENT OUTCOMES

At least...

- 197** Participants of all programs found new employment
- 108** Participants of Industry programs obtained jobs in their field of training
- 116** Participants moved from part-time to full-time employment
- 43** Participants gained benefits
- 10** Participants earned a raise or promotion

WAGE ATTAINMENT

Wage data not collected for every program participant

- Attained or increased to:**
- 38** Participants: \$12.99/hr or less
- 36** Participants: \$13.00-14.99/hr
- 55** Participants: \$15.00-16.99/hr
- 45** Participants: \$17/hr or higher

CONSTRUCTION OUTCOMES

Partial data available...

- 45** Obtained construction jobs
 - 29** People of Color
 - 2** Women
- 12** Non-Apprentice positions
 - 12** People of Color
 - 0** Women
- 8** Pre-Apprenticeship positions
 - 8** People of Color
 - 0** Women
- 25** Apprenticeship positions
 - 23** People of Color
 - 5** Women

PEPR EMPLOYMENT CENTER

Temporary Gammon Rd. Location

- 390+** Hours of drop-in support
- 56** Unique drop-in visitors
- 50+** Hours of hosted workshops in addition to skill training
- 65** People enrolled at training at PEPR or through intake at PEPR

Mid-year data is provisional in nature - not all data has been received from agencies at the time of this report - 9/26/2018.