

# Council on Workforce Investment (CWI) - Talent Development Scorecard

## Industry & Sector Strategies

**Definition:** Employer demand by industry and/or sector for current and future talent requirements and projections

**Goal:** To present a snapshot of current and projected demand and local/regional/statewide strategies to meet demand, including but not limited to outcomes from established business alliances throughout WI

**Recommended Sources:**

- DWD – [Job Center of Wisconsin](#) – MY LMI Job and Industry Projections
- WEDC – [Division of Sector Strategy Development](#)
- WWDA – [Industry Partnerships](#)

## Cluster Strategies

**Definition:** Statewide, national, and global clusters (group of firms related by shared products, markets, suppliers, other common economic connections) with headquarters/leadership in the state of Wisconsin

**Goal:** Identify high-demand and leading clusters in WI and evaluate talent attraction, retention, development, and sourcing outcomes

**Recommended Sources:**

- Water – [The Water Council](#)
- Energy – [MWERC](#)
- [Food & Beverage](#)
- Entrepreneurship – [Biz Starts](#); [The Commons](#)

## Career Pathways & Partnerships

**Definition:** Career pathway program or graduation outcomes as reported by talent development organizations across the state of WI

**Goal:** To present Wisconsin's career pathway outcomes in partner programming

**Recommended Sources:**

- WTCS – [Career Pathways](#)
- DWD – [Youth Apprenticeship](#), [Registered Apprenticeship](#), [Wisconsin Fast Forward](#)
- WWDA – [Wisconsin Workforce Development Association](#)
- DPI – [Career Clusters & Pathways](#)

## Career Expos & Job Events

**Definition:** Business and job seeker engagement activities to connect job seekers to employment opportunity and to equip employers with talent solutions

**Goal:** To measure outcomes and deliverables surrounding career/job readiness events

**Recommended Sources:**

- DWD- [Career Fairs and Events](#)
- Local workforce development boards (WDBs) – see local WDB calendar for events
- WEDC – [Events](#)
- WTCS – [Wisconsin TechConnect](#)

# Council on Workforce Investment (CWI) - Workforce Scorecard

## Labor Market Information

**Definition:** Data and trend information on workforce statistics including labor force participation rate, projected job growth, and unemployment rate

**Goal:** To break down a snapshot of the current state of Wisconsin's workforce and job climate

### Contacts

- Dennis Winters, Director, Bureau of Workforce Information & Technical Support, [dennis.winters@dwd.wisconsin.gov](mailto:dennis.winters@dwd.wisconsin.gov)

## Job Services

**Definition:** Job seeker and employer outcomes and service data provided by workforce partners and Job Center of Wisconsin (JCW)

**Goal:** To track resumes and job orders along with Job Center services provided to clients and employers

### Contacts

- Kris Porter; Director, Bureau of Job Services, [Kristine.porter@dwd.wisconsin.gov](mailto:Kristine.porter@dwd.wisconsin.gov)

## Workforce Program Outcomes

**Definition:** Overview of programs run by the Department of Workforce Development (DWD) in accordance with federal WIOA regulations including:

- Title I (Adult, Dislocated Worker, Youth)
- Title II – ([Adult Basic Education](#))
- Title III ([Public Labor Exchange](#))
- Title IV ([Vocational Rehabilitation](#))
- Veterans Services ([OVS](#))
- Trade Adjustment Assistance ([TAA](#))

**Goal:** To provide a picture of the services offered across the titles pursuant to WIOA, and the number of Wisconsinites benefiting from those services

### Contacts

- Phil Koenig, Director, Bureau of Workforce Training, [phil.koenig@dwd.wisconsin.gov](mailto:phil.koenig@dwd.wisconsin.gov)

## State GPR Investments

**Definition:** State-funded workforce programs housed under DWD that include:

- Wisconsin Fast Forward ([Office of Skills Development](#))
- Youth Apprenticeship ([Bureau Apprenticeship Standards](#))
- Registered Apprenticeship ([Bureau of Apprenticeship Standards - Youth](#))

**Goal:** To track the state's GPR investments in terms of program participants, investments,

### Contacts

- David Karst, Director, Office of Skills Development, [david.karst@dwd.wisconsin.gov](mailto:david.karst@dwd.wisconsin.gov)
- Cathy Crary, Supervisor, Youth Programs, [cathy.crary@dwd.wisconsin.gov](mailto:cathy.crary@dwd.wisconsin.gov)
- Karen Morgan, Director, Bureau of Apprenticeship Standards, [Karen.morgan@dwd.wisconsin.gov](mailto:Karen.morgan@dwd.wisconsin.gov)

## Scorecard - Career Expos & Job Events

**Sources:** DWD – Job Service; Division of Vocational Rehabilitation; Office of Veterans Services. Please note that all data is year-to-date and current as of July 1, 2016 *with the exception of OVS outcomes* which are reported from PY 2015 unless otherwise noted.

### DWD Outcomes:

job fairs held & scheduled	participating job fair employers	job fair attendees	on-site recruitments	staff assisted services	intensive services provided	resumes developed	staff-sponsored referrals to employer	referrals to other supporting agencies	referrals to jobs	referred to employer
68	1,997	9,642	721	420	777	76	15	67	176	14

### Upcoming Events Next 60 Days:

- Aug 16: Veterans Expo, held by Tomah VAMC at Viterbo University, La Crosse;
- Aug 17: Washington/Ozaukee Job Fair;
- Sept 6-8: OVS Annual Conference;
- Sept 14: Dane County Fall Job Fair at the Alliant Energy Center

## Scorecard – Industry & Sector Strategies

**Sources:** Local workforce development boards (WDBs), Wisconsin Economic Development Corp. (WEDC) and Wisconsin Technical College System (WTCS) provided reports from several business alliances in their regions to track employer collaboration across sectors. Please note all data points are taken from PY 2015 unless otherwise noted.

### Outcomes

#### Central Wisconsin Metal Manufacturer's Alliance (CWMMA)

- 1,559 skilled trade workers needed among 29 of its 41 Alliance members over next 3 years;
- 3,800 8<sup>th</sup> grade students participated in the Heavy Metal Tour;
- 5 new YAs sponsored yearly;
- 1,000 high school youths from 15 high schools participated in welding competition;
- 160 workers trained through NCWWDB-sponsored Fast Forward training grant;
- 100 workers trained in IT through Fast Forward grant;
- \$90,000 contributed to expand training capacity through the creation of an additional IT professor position at UW Stevens Point

New North IT Alliance (NNITA): Over 40 companies represented working with colleges to make sure they have appropriate programming to meet business community needs

- Goals
  - Articulation of curriculum across educational partners
  - Increase high school teacher IT certification

Amplify Oshkosh: 21 Companies represented working with area educators & companies to better align the career pathway and education requirements for people interested in technology careers;

- Innovation conference (in conjunction with annual Chamber Expo) for high school juniors;
- Monthly technology related learning/networking sessions in addition to a larger ½ day session held once a year
  - Over 460 people have attended Amplify events and 234 attended the ½ day session last year

Fox Valley Healthcare Alliance: 15 Alliance members; 786 students attended career experience events sponsored by Alliance members (766 job shadows & 20 health care career camp)

Fond du Lac WORKS!: 850 Association of Commerce members & 17 on Steering Committee; 26 funders & 6 school districts; 2,500 students impacted each year; Cradle to Career activities; 5% increase in educational attainment in last 4 years

\*Note: Outcomes list is not exhaustive. Please contact Laura Doolin at [laura.doolin@dwd.wisconsin.gov](mailto:laura.doolin@dwd.wisconsin.gov) to provide additional metrics and organizations

## Scorecard – Cluster Strategies

**Sources:** Wisconsin cluster's provided information related to their talent strategy initiatives. All data is current unless noted otherwise.

### Outcomes & Updates

[The Water Council](#) – Connects Students with the professional water sector through talent focused workshops and interjecting water-based programming into existing partner programs. [Annual report](#) is available.

- Talent & Education Committee hosts a number of engagement opportunities to tap the talent network and gain visibility including workshops, mentoring opportunities, etc.
- Coordinated training of 45 individuals from 29 companies for utilizing the International Water Stewardship Standard
- \$211.6 million in total investment in the Milwaukee Water Technology District since 2010
- Received the SSTI Excellence in Technology-Based Economic Development national award "Improving the Competitiveness for Existing Industry and the WI Economic Development Association award for "Expanding Sector – Advancing WI's Position in the World Marketplace"

[Midwest Energy Research Consortium](#) – multi-state consortium with a focus on economic competitiveness and growth of the Energy, Power, & Control Industry cluster; consortium members work to meet demand for growing workforce of engineers, scientists, technicians, and business employees by expanding the talent pool, better connecting them with educational and workforce training institutions, and augmenting their skill sets.

[FaB Wisconsin](#) – The state's food and beverage industry cluster organization tasked with raising industry awareness and capacity for growth and advancement.

- FaB's Talent Committee of 24 members is committed to talent attraction and development
- Talent committee's work to-date is published in "[Why Focus on Talent?](#)"
- Helped develop 4 programs in technical food manufacturing at local colleges
- Creates and hosts 2 farm to factory to work high school career explorations
- Surveys members regarding talent needs

\*Note: Outcomes list is not exhaustive. Please contact Laura Doolin at [laura.doolin@dwd.wisconsin.gov](mailto:laura.doolin@dwd.wisconsin.gov) to provide additional metrics and organizations

## Scorecard – Career Pathways & Partnerships

**Sources:** WTCS [Annual Report](#); survey of 18,123 of the class of 2015 graduates; Wisconsin Fast Forward (WFF) program outcomes by sector through June 30, 2016

### WTCS Graduate Outcomes

Graduates employed within 6 months	Graduates employed within 6 months in a job related to their training	% of women grads	% of minority grads
93%	78%	61%	15%

- Where do WTCS grads live?

Stay and live in WI	Stay within the college district	Move within WI	Move out-of-state
81%	62%	19%	7%

- How much money do WTCS grads make?

Median salary for associate degree	Median salary for two-year diploma	Median salary for one-year diploma	Median salary for short-term diploma
\$40,000	\$36,891	\$32,935	29,326

### WFF Outcomes by Sector

Round 1, 2, 3, 4	Manufacturing	Construction	Small Business	Customer Service Rep	Financial Services	IT	Healthcare	Transportation/Log./Dist.	Agriculture	Total
Applications Received	118	26	46	20	6	19	19	24	11	289
Intent to Award - Grants	91	17	29	9	4	12	13	22	7	204
Intent to Award - Funds	\$9,810,040	\$1,011,503	\$597,901	\$753,857	\$435,747	\$804,274	\$1,711,449	\$3,160,013	\$430,383	\$18,715,167
Intent to Award - Trainees	9,930	717	394	571	261	610	3,886	1,366	499	18,234
Intent to Award - Cost Per Trainee	\$988	\$1,411	\$1,518	\$1,320	\$5,758	\$1,318	\$440	\$2,313	\$862	\$1,026
Estimated # of Businesses	205	64	39	17	4	18	24	50	19	440

## Scorecard – Labor Market Information

**Sources:** DWD/DET/Bureau of Workforce Information and Technical Support; DWD/Unemployment Insurance; can be retrieved from US Bureau of Labor Statistics. Data available at several frequencies: weekly, monthly, quarterly, annually, and biannually.

**Outcomes:**

Employment Data (as of 6/30/2016)

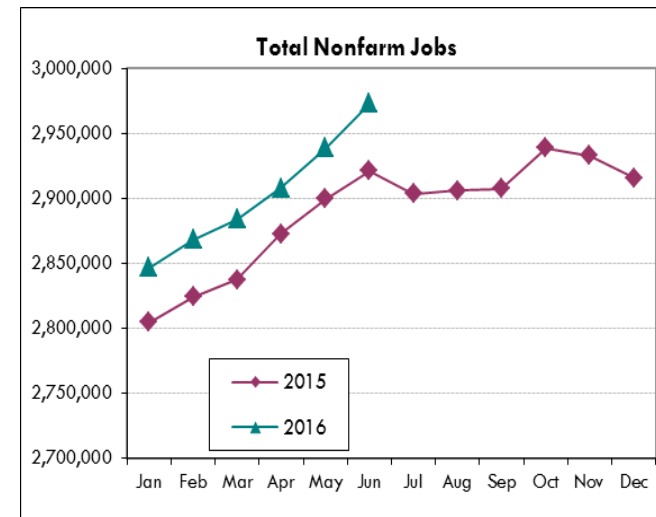
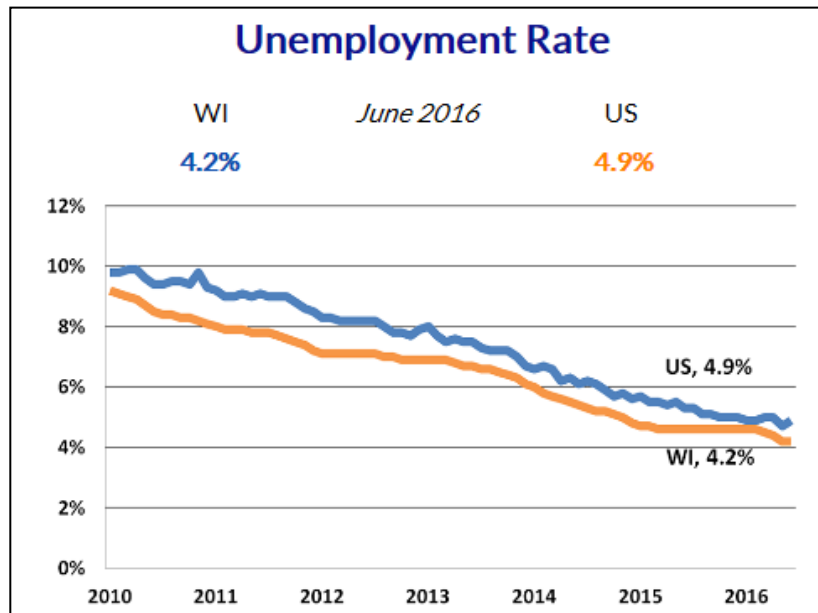
Unemployment Rate	Number of Employed	Number of Unemployed
4.2%	3,001,700	131,000

Labor Force Data (as of 6/30/2016)

Labor Force Participation Rate	Median Annual Wage	Projected Job Growth
68.5%	\$34,350	6.05%

Hot Jobs analysis/estimated openings 2012-2022:

Construction and Extraction	IT	Installation, maintenance, repair	Professional and related	Healthcare	Management, business, financial	Sales	Production	Office and administrative support	Transportation and material moving
1,168	1,233	1,116	2,097	2,515	2,920	1,394	1,357	1,074	1,137



\*LMI information current as of June 2016 unless otherwise noted

## Scorecard – Job Services

**Sources:** Job Center of Wisconsin; Bureau of Job Services (BJS)

**Outcomes:**

JCW (as of 8/8/2016)

- 90,601 open jobs
- 44,818 resumes posted

Job Services

- Career Readiness Assessment Data

2016	# Work Keys Administered	# NCRC Certificates Awarded
Q1	984	286
Q2	1,064	296
Q3		
Q4		

- Job Center Services

2016	# Clients Receiving Resource Room Services	# of Job Seeking-Workshops	# Attendees at Job-Seeking Workshops
Q1	80,085	670	2,994
Q2	71,100	715	3,026
Q3			
Q4			



## Scorecard – Workforce Program Outcomes

**Sources (WIOA):** Title IV (Division of Vocational Rehabilitation); Office of Veterans Services; Bureau of Workforce Training (BWT); Data points are taken from PY 2015 outcomes, unless otherwise noted

### OVS Outcomes

- Employment outcomes of OVS program participants

Veterans received intensive services and case management follow up	Veterans referred to Employment	Veterans entered employment following staff-assisted services	Veterans entered employment following intensive services	Veteran's average starting wage
2,297	1,035	1,455	1,17	\$17.32

WiscJobsforVets operates with DVA and OSER to fast track hiring veterans with a 30% or greater service connected disability for state service careers. Since program launch in 2015, 41 veterans have successfully entered into employment; earning an average starting wage of \$21/hour.

### DVR Outcomes:

- 4,718 DVR successful closures (job placements)
- 16,446 consumers currently being served under an Individualized Plan for Employment (IPE)

### WIOA Title I Outcomes:

	<b>Employment Retention Rate</b>			
	Adult Program		Dislocated Worker	
	Total # participants	%	Total # participants	%
<b>2010</b>	1,090	82.2	2,395	93.4
<b>2011</b>	1,534	82.7	3,844	93.1
<b>2012</b>	1,393	85.0	4,106	94.0
<b>2013</b>	1,581	85.2	3,057	91.8
<b>2014</b>	1,446	85.3	3,009	93.9

	<b>Average 6 Months Earnings</b>			
	Adult Program		Dislocated Worker	
	All	Training	All	Training
<b>2010</b>	\$ 10,781	\$ 11,507	\$ 17,131	\$ 16,481
<b>2011</b>	\$ 11,044	\$ 11,462	\$ 16,803	\$ 16,509
<b>2012</b>	\$ 11,663	\$ 12,060	\$ 16,244	\$ 16,201
<b>2013</b>	\$ 11,846	\$ 12,261	\$ 15,938	\$ 15,973
<b>2014</b>	\$ 11,765	\$ 12,226	\$ 16,078	\$ 15,895

## Scorecard – State GPR Investments

### Wisconsin Fast Forward (OSD)

Outcomes:

	Applicant Requested	OSD Intent to Award	Grantee Contracted
<b>Round 1</b>	\$4,071,700	\$2,604,943	\$2,599,158
<b>Round 2</b>	\$5,622,313	\$3,429,005	\$3,424,005
<b>Round 3</b>	\$11,048,041	\$6,472,005	\$6,322,427
<b>Round 4</b>	\$12,086,843	\$6,209,214	\$5,725,580
<b>TOTAL</b>	<b>\$32,828,897</b>	<b>\$18,715,167</b>	<b>\$18,071,170</b>

### Youth Apprenticeship

Outcomes:

YA Consortia	Employers	Schools	School Districts	Students Enrolled	Average Wages
32	2,132	232	270	3,037	\$9.65

- Bridge programs
  - Developed in Machining & Industrial Manufacturing Technician fields; Under development in Plumbing & Welding
- Graduates
  - In the 2014-15 year, 80% of the two-year program completers were offered employment after completing the program; More information available Sept 30, 2016 regarding PY 2015-2016 graduates

### Registered Apprenticeship

Outcomes (Newly Signed Contracts)

Contract Year	Newly Signed	Construction	Industrial	Service
<b>2013</b>	<b>3298</b>	1539	573	1186
<b>2014</b>	<b>3286</b>	1765	654	867
<b>2015</b>	<b>3129</b>	1923	585	621
<b>2016</b>	<b>1701</b>	1086	354	261

\* YA data is pulled from PY2015-2016 unless otherwise noted.