



WRTP/ BIG STEP • 3841 W. Wisconsin Ave. Milwaukee, WI 53208
Office: (414) 342-9787 • Fax: (414) 342-3546 • Website: www.wrtp.org

Wisconsin Regional Training Partnership (WRTP/BIG STEP)
Quarterly Narrative Report: May 1, 2013 to July 31, 2013
WRTP/BIG STEP-Milwaukee County Ready to Work Partnership

OVERVIEW AND BACKGROUND

The **WRTP/BIG STEP** is an innovative and nationally recognized workforce development intermediary. As nonprofit agency, **WRTP/BIG STEP** has developed comprehensive strategies and programs to and prepare and connect unemployed workers and underserved Milwaukee County residents with family supporting careers in the Manufacturing and Construction industries, as well as emerging sectors of the private and public economy. As an intermediary, **WRTP/BIGSTEP** is an integrated funding model leveraging public and private investments and partnerships in meeting the needs of the economy and connecting people with careers.

Working with industry to close the skills gap in workforce development, **WRTP/BIG STEP's Industry led, Worker Centered and Community Focused** approach substantially improves the economic strength of the entire Milwaukee community. As an industry led organization, **WRTP/BIG STEP** works with industry to develop training and employment programs to connect Milwaukee County residents with employment and training opportunities that enhance the competitive position and sustainability of the regional construction and manufacturing industries, as well as the public sector and emerging sectors of the economy. Labor market data and recent news highlight the need to develop a skilled and qualified workforce in a coordinated manner in order to ensure the economic and social viability and vitality of the Milwaukee region.

The Ready To Work initiative is a “high road” approach to put real people on real family supporting career pathways by facilitating recruitment, training, direct hire, placement and retention services for Milwaukee County Residents. Complimentary to traditional “jobs programs”, **WRTP/BIG STEP** has developed a flexible and industry responsive model that identifies construction and manufacturing workforce needs first, and then develops strategies and programs to connect Milwaukee County residents with those jobs. This ensures that the training, career pathway programming, and employment support that we provide prepares individuals for placement in pre-targeted jobs upon successful completion of the programs. Our participants are placed in employment through industry designed and credentialed on the job training programs where they learn and earn as they begin their new career pathways.

PROGRAM ACTIVITIES

The Ready to Work program was launched in August of 2012 with the goal of connecting Milwaukee County residents to career pathways and employment. This narrative report covers Quarter Four (Q4) of the partnership. The project is designed to engage industry and develop education and training programs and partnerships that lead to careers and meet the needs of public and private sector employers and emerging needs within Milwaukee County. The Narrative Report is complimentary to Data & Fiscal Reporting providing to Milwaukee County, and highlights work completed in the three areas of the project design – working with industry and Milwaukee County to identify employment opportunities, expanding and

enhancing community workforce partnerships, and implementing effective workforce strategies to connect individuals with education, training, and employment.

INDUSTRY & MILWAUKEE COUNTY PARTNERSHIP

Construction Program Highlights

Milwaukee's spring, summer and fall construction industry have been and are anticipated to continue to be strong in 2013. As a result of the demand, we have continued to enroll a higher number of individuals in our tutoring programs. In conjunction with the skilled trades, MATC, and the WI Bureau of Apprenticeship, WRTP/BIG STEP provides intensive career preparation support and tutors Milwaukee County residents interested in a construction career pathway in basic math, reading, spatial and mechanical skills, and all skills critical for a high score on the Accuplacer assessment. We introduce them to basic construction industry curriculum including green building concepts, assist them in choosing a career pathway in a skilled trade, and administer the Accuplacer assessment in preparation for apprenticeship. Our program continued with more individuals in tutoring than in prior years due to our work with industry to identify and assess an overall increase in opportunities in the construction industry.

As a part of this process, WRTP/BIG STEP's Construction program meets regularly with the Joint Apprenticeship Committees and the Construction Labor Management Council to assess the construction needs of the community at large and identify trends in construction employment in the next year. For example, we have begun discussing a training program with the Bricklayer's. They host a pre-job apprenticeship program and have sought partnership with WRTP/BIG STEP in recruiting qualified candidates for the program. As a result, WRTP/BIG STEP was able to assist in the preparation and recruitment of new candidates for the Bricklayers apprenticeship. Similarly, we designed a program in lead paint abatement with the Painter's Union, a program with the Steamfitters, and are in the recruiting stages of several Road Building classes planned with the Ironworkers and Cement Masons trades for the next quarter. WRTP/BIG STEP is working directly with Milwaukee County Parks to train all of their new hires in the Parks department's seasonal workforce as well as providing skills upgrade training for the Park's incumbent workforce, including skid steer training.

WRTP/BIG STEP is worked directly with Milwaukee County Parks to design training programs for all of their new seasonal hires in the Parks department's seasonal workforce as well as providing skills upgrade training for the Park's incumbent workforce such as skid steer training. The half day Skid Steer Courses were taught by WRTP/BIG STEP Instructor, Mr. Willie D. Ellis VI. "Willie D", began his first road construction job in rural Wisconsin on June 17, 1970, as a heavy equipment operator for Prosch Construction, and the first African American Journey Operator in Wisconsin with Operating Engineers Local 139. That same year he began volunteering to mentor and teach road building skills to his peers at though Local 139, and with an early version of BIG STEP in conjunction with the Milwaukee Urban League. After 43 years working as an Operating Engineer running all sizes and styles of heavy equipment on road construction projects throughout the Midwest, Willie D is retired from IUOE Local 139 and President of the Milwaukee Area Labor Council. He continues to work as an Instructor with WRTP/BIG STEP teaching construction students in a variety of essential work skills including safety, quality control, and heavy equipment operation and use. Seasonal Workforce Instructors, Mr. Otis Dunning and Mr. Kevin Crampton are WRTP/BIG STEP staff members who designed the Seasonal Workforce training in conjunction with Milwaukee County Parks staff and trained over 200 individuals in four hour courses that included essential work skills including safety, quality control, successful workforce habits, expectations and rewards of work, and landscaping basic skills such as

equipment operation for seasonal workforce jobs with the Milwaukee County Parks System over the months of May, June and July 2013.

These programs were largely a success and the numbers trained are not reflected in the career pathways number reported in this quarterly report. Being the first time WRTP/BIG STEP and the County Parks partnered to design and run these trainings, WRTP/BIG STEP is working with the Parks to review what worked well and what processes should be improved to ensure the time is spent is utilized to the fullest. For example, the County provided some equipment for training with the intent of ensuring all participants received both hands on training as well as peer observation, but WRTP/BIG STEP instructors felt that if they were designing the program today, they would both limit the peer observation time by arranging classroom time differently, and request more equipment for the hands on portion of the trainings. Despite these internal observations, the trainings were hands on, included classroom time, and were well received by the majority of the nearly 300 people who attended them.

The Joint Apprenticeship Training Director Meeting was hosted and facilitated by WRTP/BIG STEP and several trades (bricklayers, carpenters, sprinkler fitters, plumbers, cement masons, laborers, painters, electrical, and roofers) gathered to discuss collaboration around recruitment of candidates and meeting workforce requirements for upcoming projects.

WRTP/BIG STEP is also working with individual trades to identify green training certificates for apprentices and journey workers, for example we are in early discussions with the painters around lead renovator certifications.

Our program in Q4 continued with more individuals in tutoring than in prior years due to our work with industry to identify and assess an overall increase in opportunities in the construction industry.

WRTP/BIG STEP industry field work includes networking, organizing and building relationships with employers and labor partners to identify current and projected occupational openings, to discuss and analyze skills, experience, and employment requirements for occupations and classifications, to discuss and develop workforce strategies to meet growth and expansion needs as well as advancement and retention strategies for current workers, and looking at best practices throughout industry to enhance productivity and competitiveness.

As a result of some of our field work, industry staff has been working closely with several unions to collaborate and help identify industry needs and contractor demands, so that contractors are able to continue to successfully bid on projects knowing that they can meet workforce demands. For example, WRTP/BIG STEP collaborated with the Laborers Union Local 113 to help facilitate a confined space awareness course and an asbestos worker certification class. Both of these courses were based on a specific contractor request and allowed the Laborer's Union to help upgrade their current worker's skills for future projects.

WRTP/BIG STEP has been ramping up core tutoring and career preparation activities for individuals interested in pursuing an apprenticeship. The summer and fall will see an increased number of BIG STEP Orientations Sessions as well as extended evening and weekend hours to meet the increased efforts to maximize the capacity of the program. In addition, WRTP/BIG STEP has established exciting new partnerships with the Bricklayers and Painters Unions.

WRTP/BIG STEP collaborated with the Bricklayer's Union to assist with recruiting candidates for the Pre-Job Apprenticeship Training (PJAT) program. Our industry field staff assisted the Bricklayers to design and implement an outreach effort in mid-May and jointly we were able to identify a pool of interested and

qualified candidates. Of those interested, 14 candidates were selected and entered the PJAT, the 10-week training program that includes a number of preparation and training components, such as caulking and sealant, pointing and cleaning, glass block, and cavity wall construction. With our collaborative success, WRTP/BIG STEP's industry field staff and the Bricklayers planned and ran an Asbestos Awareness course in June, and we are in the planning stages of continuing to partner with the Bricklayers on several green incumbent worker trainings throughout such as: Fly Ash Brick, Caulking and Sealants, Spray Foam Air Barrier, Pervious Concrete, Tuck Pointing and Restoration, Air Barrier (fluid applied), and Lead Safety for RRP.

“We needed to conduct our 10 Week Pre-Job Training Program to be able to respond to our contractors' employment needs and did not have enough qualified applicants to begin training. I mentioned my concern to Tracey Griffith who responded with ‘Let's do a trade specific recruitment for Bricklayers - we have an active list of people who have already met much of your criteria and we will help with tutoring and testing where needed’, said Deb Mehling Apprenticeship Coordinator for the Milwaukee Area Bricklayers.

Mehling continued, “We immediately took advantage of her offer and in less than one week they took care of all the details, including the event itself. The recruitment event was a great success - because of it we were able to begin training and I am very appreciative of the immediate response and hard work that WRTP/BIG STEP has provided to us.”

In July, the Bricklayer's ran a Fly Ash course and they will continue the series of green courses throughout the rest of the summer and fall with 8 more courses scheduled.

In addition, WRTP/BIG STEP is working with the Painter's Union to support Lead Renovator certification for apprentices and journey workers. The certification ensures best practice and safety in addressing lead paint removal and disposal, and is recognized as best practice in Green Jobs Training. The certification program in May included 30 candidates; 15 incumbent workers, and 15 individuals who needed the certification to work on local projects. Providing this certification will enable the contractors to keep bidding on union projects that have this certification requirement, thus helping to expand union work. All 30 individuals successfully attained the industry-recognized Lead Renovator Certification. Our partnership on this training is a great example of the role WRTP/BIG STEP plays as an Industry Led, Worker Centered and Community Focused workforce development intermediary; and how we support and build the strength of the industry and the regional economy.

A Road Building TrANS class was held June 3 to July 20 with 9 participants who successfully completed the program. We have upgraded our current training curriculum based on industry input and demand and in order to increase the pipeline of qualified candidates for the various apprenticeship programs. Beginning with our July class, the new curriculum includes these upgraded components in addition to our industry recognized State DOT curriculum:

- Construction Mathematics
- Tool Identification
- Apprenticeship preparation
- Traffic Safety Control, flagging, CDL prep
- Introduction to green road building concepts and practices
- Hands on Road Building Construction Practices
- OSHA 30 (new class offering)
- 1st Aid/CPR certification
- Confined space awareness (optional to students, but offered as an extra certificate)

- In addition our participants will be touring Ironworkers hall and spend two Saturdays there becoming familiar with the following: Oxy-Acetylene Welding Introduction, Torch use, welding, Fork truck (equipment will be donated by Dawes in collaboration with Ironworkers), Ariel lift, and Boom lift

Another ELCS-Road Building class is in the planning and recruitment phase and scheduled to begin in September. Due to the support of Ironworkers JATC, Rich Hansen, Training Director, we were able to add these critical upgraded components. The generous donation of use of the equipment for the hands on training component of the class by Dawes Rigging and Crane Rental, Inc./DST Inc. was greatly appreciated by WRTP/BIG STEP. Our participants will be well prepared for entry into apprenticeship and be better equipped for road building work as it continues to arise.

WRTP/BIG STEP industry staff also hosted the monthly training director meeting with several of the trades represented including: Bricklayers, Carpenters, Electrical, Steamfitters, Painters, Cement Masons, Plumbers and Building Advantage. Several issues discussed included continued outreach efforts, trade awareness days to be held at WRTP/BIG STEP, and the Apprenticeship marketing strategy by Building Advantage and the Building Trades.

We are continuing to work as a key strategic partner with the City of Milwaukee, NML and other partners in the design of the workforce requirements around the Lakefront Redesign and the major construction projects surrounding the multi-year plans.

The Joint Apprenticeship Training Director Meeting was hosted and facilitated by **WRTP/BIG STEP** and several trades (bricklayers, carpenters, sprinkler fitters, plumbers, cement masons, laborers, painters, electrical, and roofers) gathered to discuss collaboration around recruitment of candidates and meeting workforce requirements for upcoming projects. In addition to the Joint Director meeting,

WRTP/BIG STEP staff attends the Joint Apprenticeship Committee (JAC) and Joint Apprenticeship and Training Committee (JATC) meetings. It is especially important for staff to attend these meetings because we are better able to communicate information on our upcoming training classes and certificates with the industry in an effective manner. This allows for the training classes and tutoring to be customized for the demands of the industry as well as the basic requirements of the industry.

At these meetings, questions were posed to industry as to what additional skills are needed to obtain and retain a job in the current job market. As well, we partner with industry to meet the training and certification opportunities for previous graduates that are out of work and qualify, including the City of Milwaukee's Residents Preference Program (RPP), the Milwaukee Public School's COIN certification, the WI DOT TRANS Road-building training, Section 3 certification, and MMSD certification. **WRTP/BIG STEP** is also working with individual trades to identify green training certificates for apprentices and journey workers.

Manufacturing Program Highlights

Industry Field Work

Industry field work includes meeting with employers and labor partners to identify current and projected occupational openings, to discuss and analyze skills, experience, and employment requirements for occupations and classifications, to discuss and develop workforce strategies to meet growth and expansion needs as well as advancement and retention strategies for current workers, and looking at best practices throughout industry to enhance productivity and competitiveness.

Industry field work includes networking, organizing and building relationships with employers and labor partners to identify current and projected occupational openings, to discuss and analyze skills, experience, and employment requirements for occupations and classifications, to discuss and develop workforce strategies to meet growth and expansion needs as well as advancement and retention strategies for current workers, and looking at best practices throughout industry to enhance productivity and competitiveness.

The new Industrial Manufacturing Technician Apprenticeship Program (IMT) is an exciting opportunity for nearly any manufacturing employer to train employees to set up, operate, monitor and control production equipment. The content was developed by a diverse focus group of manufacturers to meet the industry-wide need to train entry-level workers. WRTP/BIG STEP is currently discussing with the following labor and management teams to begin IMT Apprenticeship training programs in their facilities:

Briggs and Stratton	Monarch Plastics
GE Energy	Ocean Spray
Greenheck Fan Corporation	Oshkosh Truck
HB Performance Systems	PM Plastics
John Deere	Pure Power Technologies
Joy Global/P&H Mining	Spincraft Company
Masterlock Corporation	SPX Waukesha Engines
Masterson Company	Western Industries
Milwaukee Forge	Wolf
Milwaukee Gear	

These Labor Partners within the above corporations are discussing IMT with management:

- United Steel Workers (USW)
- International Association of Machinists and Aerospace Workers Union (IAMAW)
- United Auto Workers (UAW)
- Bakery, Confectionery, Tobacco Workers and Grain Millers International Union (BCTWGM)
- United Food and Commercial Workers Union (UFCW)
- Glass, Molders, Pottery, Plastics & Allied Workers International Union (GMPIU)
- Communications Workers of America (CWA)

Substantial time and effort has been put into the development of relationships needed to advance the new Industrial Manufacturing Technician (IMT) apprenticeship model. Outreach and information sharing meetings and presentations have been held with unions, employers, and partner agencies.

In Q4, WRTP/BIG STEP staff worked with 10 employers and their industrial partners to conduct ongoing assessment of workplace employment and education needs. Planning for summer and fall trainings and hiring needs is ongoing with our major partners with significant input from our needs assessments. The survey results will be used ongoing as a template for targeting manufacturers with needs our programs address, to assess the types of trainings that will be most useful for our participants and to design programs that will meet the local workforce development needs of the entire community.

Our outreach continues to local industry employers including Harley Davidson, OilGear, and Masterson under the Ready to Work partnership. Placement of our manufacturing trainees and direct hire candidates has been a top priority during Q4.

TRAINING AND PLACEMENT ACTIVITIES

Pre-employment Skills Training

As part of the Ready to Work, WRTP/BIGSTEP has implemented two strategies to meet industry demand and connect individuals to employment: 1. Direct Placement of unemployed qualified individuals and 2. Pre-employment occupational skills training articulated to career pathways and connected to employment upon completion.

Our outreach continues to local industry employers including Harley Davidson, HB Performance Systems, OilGear, GE Energy, SpinCraft, Masterlock, Preferred Brush, Miller Brewing, Pure Power Technologies and Masterson under the Ready to Work partnership.

We continue to work with HB Performance Systems using multiple strategies to assist them in building a strong local well training workforce and keep them competitive on the global market HB Performance Systems in Mequon was having serious issues around recruitment of qualified candidates to perform CNC machining and other open manufacturing positions in their facility. Their problems were severe enough that they had begun to explore outsourcing their machining on the global marketplace as a solution to keeping their local contracts as a supplier of machined parts for the motorcycles. HB's human resources manager came to WRTP/BIG STEP in fall of 2012 through a referral. Working with USW and HB Performance Systems management, WRTP/BIG STEP was able to design a recruitment and training program in December 2012 that met HB's immediate needs. HB began hiring candidates out of the WRTP/BIG STEP Entry Level Manufacturing Skills (ELMS) training in January 2013. Nearly 70 local individuals from some of Milwaukee's most impoverished neighborhoods have gone through WRTP/BIG STEP's ELMS training including OSHA10 and MSSC-GPM Certifications, and are now learning CNC Machining and other manufacturing careers on site at HB Performance Systems. HB is maintaining its production levels and now able to compete in the industry due to the cooperative labor management partnership facilitated by WRTP/BIG STEP. WRTP/BIG STEP hosted a recruitment orientation in its Center of Excellence for a new HB training class on May 21. The class started on June 10th and was expected to run through July, however, HB redesigned the class with WRTP/BIG STEP to end it early on June 28th, due to immediate workforce needs in their facility, and hired many of the trainees into open positions in their facility in June with more planned for July. Planning for a new fall HB class is solidifying for another approximately two week program with WRTP/BIG STEP to prepare for jobs that will be open towards the end of 2013. . The June-July ELMS2/MSSC-GPM training class of 21 participants graduated on July 17th at the WRTP/BIG STEP Center of Excellence. The ceremony included congratulatory speeches from Mayor Tom Barrett, LouAnn Koval, HB Performance Systems, USW representative, Dave Pffiffer and Earl Buford, President and CEO of WRTP/BIG STEP. Of the 21 June class participants, HB Performance Systems hired a total of 14 (10 in June and 4 in July), and one in the pipeline with several others waiting for open positions with HB, and other manufacturers.

HB Performance Systems and its labor partner United Steel Workers were honored in May of 2013 with the WRTP/BIG STEP Outstanding Labor Management Partnership Award for their excellent work on this project in 2012 and ongoing cooperation.

"As a Milwaukee area manufacturing employer, I was frustrated trying to find qualified employees for good paying jobs," said Lou Ann Koval, Vice President of Human Resources/General Counsel, HB Performance Systems, Inc. "By working collaboratively with WRTP/BIG STEP, we were able to train individuals with the skills needed for the positions. This is a very valuable program."

Nine on the job trainees continued with Masterson throughout May in training programs that are scheduled to last from 270 to 300 hours. Labor and Management are working in partnership to increase the training options for incumbent workers including beginning to design an IMTA program and in the early negotiations for a second entry level on the job training program currently in planning for August 2013.

Masterson's first on the job training class continued throughout July. In addition, a new recruitment, orientation, and interviews for another 12-15 more open positions with Masterson were held July 23-25 and on the job training class is scheduled to begin on August 7th with 10 participants. The class will include training on site in WRTP/BIG STEP's Center of Excellence with an Introduction to MSSC-Green Production Module and then continue on the job in Masterson's facility for several months with a total of 270-300 hours of scheduled training time.

Pipeline Development

In May we held our annual Open House and Recognition Event attended by over 175 individuals from the community, industry and our participants. Awards were presented to our 2012 outstanding partners, participants and collaborations.

In anticipation of a scheduled summer seasonal lay off in the Harley Davidson plant, we began to plan a program to recruit laid off workers into our MSSC-GPM tutoring programs to start in July as a way to assist them in continuing to build their manufacturing resumes and boost their skills while on temporary layoff. These discussions led to further workforce development planning with Harley Davidson and HB Performance Systems. Issues under discussion include planning around seasonal workforce issues within corporations and maintaining year round work for employees through a cooperative agreement within the labor structure of both plants as well as preliminary discussions around training up to 200 new higher skilled workers for the January hiring at the Harley Davidson plant.

In addition, we are in the beginning discussions around new fall training collaborations with Pure Power Technologies and with Spincraft that is currently scheduled to include 5 IMT Apprentices who will train in partnership with the Waukesha County Technical College (WCTC).

Industry Needs Assessments

WRTP/BIG STEP is in the planning process of completing a Construction Needs Assessment this fall. We have contracted with the same researcher who assisted in the Manufacturing Needs Assessment done last January and will be designing the survey with our Construction Industry Team in August and September with a target start date of October 1, 2013.

Direct Hire Orientations/General Information Sessions

WRTP/BIG STEP staff implemented a number of strategies to outreach and recruit candidates for participation in employment and training programs. The primary strategy for recruitment is the General Information Session (GIS) which is coordinated monthly and is open to residents and individual participating in workforce programs through local community organizations and/or the One Stop Job Centers. Our Resource Information Session was held on May 9th, June 11th and July 18th to assist individuals with referrals to our Community Workforce Partnership to obtain the necessary requirements to enter our programs. In addition, we have significantly increased the number of students in our Introduction to MSSC Green Production Module tutoring program to prepare more candidates for careers in manufacturing and the new students are continuing in those tutoring programs. We also held a manufacturing direct hire on May 30th, June 19th and July 25th and General Information Sessions on May 16th, May 28th, June 20th and July 9th to continue to recruit new individuals into our various programs. Four individuals from the Harley Davidson seasonal lay off began training in MSSC-GPM. One laid off Harley worker received MSSC-Green Production Module certification to date.

COMMUNITY WORKFORCE PARTNERSHIP (CWP)

WRTP/BIG STEP worked actively with the **Community Workforce Partnership** in May to bring community based resources to our RIS attendees. Community based organizations attending orientations include the Northcott Neighborhood House, the Milwaukee Community Service Corps, the Milwaukee Christian Center, Legal Action of Wisconsin, Riverworks, Wisconsin Community Services, Interfaith Coalition of Milwaukee, Center for Self Sufficiency, Legal Action of Wisconsin, and the Wisconsin Seasonal Workforce Coalition. Discussions continued with the Center for Veteran’s Issues, the Milwaukee Homeless Veteran’s Initiative, DryHootch (veteran peer counseling through AODA coffee shops) and other organizations serving the veteran community to more deliberately serve veteran’s with a variety of workforce access issues.

The WRTP/BIG STEP maintains direct relationships with the MAWIB, the HIRE Center, the YWCA of Greater Milwaukee and UMOS to ensure information regarding upcoming activities is shared with their clients in a timely and organized manner. In addition, WRTP/BIG STEP worked actively with the local workforce development system and one stop job centers to recruit and identify candidates to participate in General Information Sessions as well as Manufacturing Orientation Sessions.

Referrals from these agencies are on the rise. The Community Workforce Partnership’s goals are to coordinate, expand and enhance, WRTP/BIG STEP’s community outreach efforts by coordinating our programming with existing community based activities. By coordinating referrals between agencies to ensure that underprivileged community residents find our programs, are prepared to enter them and have access to the full breath of community support available we ensure they are successful while training and transitioning into their new career pathways.

In an effort to ensure coordinated technical assistance to industry, WRTP/BIG STEP field staff meets regularly with WMEP staff to share information regarding segments of the sector with needs.

CAREER PATHWAYS & PLACEMENT ACTIVITIES

The **WRTP/BIG STEP-Milwaukee County Ready to Work Partnership** is growing rapidly. Under the program we have doubled the number of General Information Sessions (GIS) and direct hire orientations, implemented Resource Information Sessions (RIS) sessions and related career pathway workshops, and ramped up significant field work within our targeted employment sectors.

Services Completed	Q4	Q3	Q2	Q1	Totals to date	Projected to date*
Milwaukee County Residents - Recruitment & Assessment	396	337	340	492	1565	900
Milwaukee County Residents - Career Pathway	142	102	106	217	567	360
Placed in Employment	162	74	31	44	311	350

The following list of construction and manufacturing companies hired **WRTP/BIG STEP** participants in Q4:

Allen Edmunds	HB Performance Systems	Payne and Dolan
Allied Tax Service	IBEW Local 494 Union	Pete's Pro Seal
Angel Toyota	Illingworth Corporation	Pieper Electric Inc.
Balestier	Insulation Technologies	Polco Metal Finishing
Beer Capitol Distributing	Integrity Environmental	Quality Insulation

Butters-Fetting Company	Johnson Controls	Ramirez Restoration
C.G.Schmidt	Labor Ready	Roth Heating & Cooling
Coca Cola	Langer Roofing	Sheet Metal Services
Cooper Power Systems	Lemberg Electric Co., Inc	Sirralt Construction
Design Build Fire Protection	Main Line Sewer & Water	Sonag Electric
Dlumns	Marshall Erecting	Staff Electric
Eaton's Asphalt Service	McDowell Construction	Stark Asphalt
Elastizell of Wisconsin	Mechanic Corp.	Tech Star
Floor 360	Midwest Drilled Foundations	Thomas Mason Painting Company
Four Star Construction	Milwaukee County	Thompson Homes, Inc.
Gfergan Plumbing	Milwaukee Machine Works	Uihlein Electric Co., Inc
Gordon Solutions	Nature Systems Inc.	Valesteri Construction
Gotman Construction	Nelco Electric	Waste Management
GreenHeck Fan	Northern Gear	Wil-Surge Electric Co., Inc
Grunau	Onsite Staffing	Wisconsin Web Offset
Harley-Davidson	P.L. Freeman Co.	Zenith Tech Inc.

The successes of Milwaukee County Ready to Work mid-way through the program are due to **WRTP/BIG STEP's** well developed formula. The Milwaukee County Ready to Work partnership enables us to identify and plan for a major scaling of programming to meet the industry demands forecasted in manufacturing and construction. **WRTP/BIG STEP** is on track to meet and exceed the goals of the program to serve 1,000 new participants and place 500 Milwaukee County residents in family supporting careers.