

CWI Special Innovations Projects
PROJECT SUMMARIES -- HIGH PRIORITY PROJECTS

Project Title: Advanced Manufacturing Efficiency and Productivity Improvement Project
(*Racine Area Manufacturers & Commerce*)

Area Covered: Southeast GROW Region -- WDB #1, #2, #3 (statewide potential)

Funds Requested: \$100,000 **Match:** \$205,000 (\$20,000 employer match in renewal grants, rest in-kind)

Project Purpose, Goals, Objectives:

Increase efficiency and productivity of workers and workplaces by aligning and integrating the education and training supply chain across workforce development, technical colleges, UW System schools and employers.

- A. Increase number of CNC operators and share information across three WDAs in Southeastern WI to improve on existing models
 - Convene WDBs and technical college staff leadership group to share best practices in CNC training and industry focus group to review/recommend modifications to curriculum and semester-based delivery system and improve use of employer sponsored tuition reimbursement programs.
 - Institute industry-recognized, skill-based assessment of machining knowledge attached to technical college credential using MSSC assessment centers
 - Support existing technical college CNC programs with workforce development employment enhancement and retention skills
 - Use one-stop centers as recruitment and access point for CNC training
 - Use UI re-employment workshops to provide dislocated workers with information about CNC career opportunities
- B. Improve connectivity between job seekers and employers through development/launch of resume posting service
 - Post 1,000 resumes and have resumes requested by 100 employers
 - Track and increase number of job orders listed on JobNet as result of resume service
 - Train job center staff on posting resumes and registering employers
 - Develop/deliver monthly workshops to assist job seekers in posting to resume service
 - Develop marketing materials to promote resume service to employers.
- C. Develop/refine career pathways across CNC machining by working with employers and technical colleges to provide alternatives to traditional classroom instruction
 - Provide at least five manufacturing renewal training grants to companies/employees
 - Identify/create catalogue of manufacturing companies offering tuition reimbursement
 - Create small company purchasing cooperative that allow access to customized training (targeted to companies with 25 or fewer employees)
 - Sponsor employer informational workshops (by one-stop centers) for manufacturers to provide information on existing training resources
- D. Increase access to managerial training through UW System and professional organizations that lead to industry recognized credentials (e.g., Lean Manufacturing, Certified Production/Inventory Management, etc.)
 - Develop Project Management Professional and managerial supervision coursework and on-line delivery
 - Track number of courses offered and workers trained
 - Identify increase in number of workers who have industry-recognized credentials

Outcomes: Incorporated into objectives above

Coordination/Linkages

Linked to GROW plan objectives; One-Stop partners actively involved in development and delivery; partnership strengthened with technical colleges, economic development, Chambers, UW System, WMEP, WRTP, Milwaukee HIRE Center.

Key Follow-Up Issues

- Clarify, and remove if necessary, development of course work (not allowable WIA activity)
- Clarify/more specificity to objectives, outcomes
- Ensure no duplication of activities currently available and resume service compatibility with JobNet
- Clarify links/roles of partners
- Submission of acceptable activity timetable and budget

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Project Title: Technology-Based Job Center (Virtual, Internet-Based Job Center)
Area Covered: Southwest, North Central, Northwest WDAs
Funds Requested: \$100,000 **Match:** \$99,000 (\$14,000 to date in prototype development)

Project Purpose, Goals, Objectives:

Develop a technology-based workforce delivery system that can be used as an alternative to the current facilities-based Job Centers. The "Virtual" Job Center will be an enhanced web site that can be accessed from anywhere there is internet access.

- A. Improve the service delivery system for employers, workers and job seekers
 - Implement the "Virtual" Job Center system throughout each respective WDA to (1) standardize customer entry into the system, (2) to improve consistency of information provided to customers, and (3) increase accessibility of Job Center services.
 - Market the new system to employers in each WDA through Business Services Teams and to job seekers through Job Centers/other means.
 - Create marketing materials that identify features and benefits of new system and develop public relations campaign to disseminate materials.
- B. Develop a system which allows access to real-time customer data for use in case management and administrative planning
 - Develop RFP for development of site with capacity to do customer tracking of job seekers and employers and case management of job seekers qualifying for intensive services.
 - Complete development of site and implement new "Virtual" Job Center website in Southwest WDA.

Outcomes:

- 1. Business Services Teams to contact at minimum 30 high-wage, high-growth employers to demonstrate the "Virtual" Job Center
- 2. Develop two sets of marketing materials (job seekers and employers) to highlight features/benefits of "Virtual" Job Center (500 copies of Job Seeker information; 200 copies of employer information per WDA)
- 3. At least 200 job seekers will complete the GIF in each WDA and minimum of 25 employers per WDA will enter the system.
- 4. RFP and contract award for development of site and site implemented
- 5. 75% of all WIA eligible clients will be registered on site and receiving contact from their case manager via site.

Coordination/Linkages

Project result of three rural WDAs working together to address service needs in rural areas. Virtual Job Center services will be performed by Job Center partners in each WDA. Job Center partner support provided by their approval of WDA plan.

Key Follow-Up Issues

- Ensure support from DWD and compatibility with existing DWD systems (e.g. ASSET, JobNet)
- Clarify what has been done, what is expected to be done under grant; reconcile inconsistencies in timeframes
- Identify/clarify how accessibility to people with disabilities is being addressed
- Clarify relationship to existing services and Job Center locations
- Provide clear plan for continuation once grant ends
- Clarify match contributions (source, type and amount by source/type)
- Submission of acceptable activity timetable and budget

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PROJECT SUMMARIES -- HIGH PRIORITY PROJECTS

Project Title: Regional Distance Learning System (to support training in Career Pathways)
Area Covered: South Central WDA (statewide potential)
Funds Requested: \$100,000 **Match:** \$192,106 (Cash - \$50,000 WDB; In-kind - Wisconsin Educational Communication Board \$124,800; WDB \$10,826; Advisory Committee/Industry representatives \$6,480)

Project Purpose, Goals, Objectives:

Establish a distance learning platform within South Central WI region that will broaden access within the region to industry-driven education and training for future and incumbent workers.

- A. Establish distance learning platform to support industry-driven education and training needs of future and incumbent workforce
- Implement new collaboration with WI Educational Communication Board (WECB) that will bring a technical partner that will enable establishment of distance learning platform.
 - Integrate all available distance learning technologies into one training system to support needs of Job Center customers and Industry Partners
 - Identify/re-package current curriculum and produce new curriculums that will work effectively to support future and incumbent worker training needs

Outcomes:

1. Forge lasting relationship with WECB and affiliates who will continue to help WDB navigate, maintain and develop new distance learning techniques to maintain maximum access for future and incumbent workers in region.
2. Deliver training workshop or training series formats that can be simultaneously broadcast to all six Job Centers and any offsite access point where a portable transmitter is located.
3. Expand current classroom based occupational skill instruction via interactive video technology from one classroom of 10-15 people up to an additional two sites per class.
4. Triple number of people participating in essential workplace skill training, manufacturing and health care foundation curriculums, supervisory leadership training and workplace and diversity training by utilizing data casting technology.

Coordination/Linkages

The project is targeted to South Central WDB; after effective model is developed, the WDB will work with WECB to expand to other interested regions.

Training will be delivered through Job Centers -- the goal is to use Job Centers as extension of training currently confined to technical colleges.

All partners in WDB's Career Pathways and Jobs With A Future Initiatives are collaborators on this project, a working collaborative including 50 manufacturing and health care companies, Moraine Park and Madison Area Technical College, Job Centers, economic development associations (4), and University of Wisconsin. WECB will be new partner in this collaborative. All will serve as members of projects advisory team.

Key Follow-Up Issues

- Clarification of curriculum development to ensure allowable WIA activity.
- Clarification of outcomes -- number of people served and location of services
- Clarification (or development) of plans to move into broader GROW region.
- Clarification of what activities have already occurred, relationship between schedule for completion of distance learning platform (6/29/07) and launch of first quarter training (is this realistic?).
- Revise activity timetable (if necessary per above)
- Submission of acceptable budget.

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PROJECT SUMMARIES -- HIGH PRIORITY PROJECTS

Project Title: Second Change Partnership Program
Area Covered: School Districts of Waukesha, Menomonee Falls and New Berlin (WOW WDA) and Marshall/Cambridge/Deerfield school districts (South Central WDA). (Expansion to other areas following end of grant noted.)
Funds Requested: \$100,000 **Match:** \$106,000 cash match from business partners (plus employer costs of Workers Compensation and salaries)

Project Purpose, Goals, Objectives:

Main purpose of program is to empower at-risk high school students to create personal goals and graduate with a high school diploma through program located completely in partner manufacturing companies. Project request is to expand program to additional schools/school districts.

- A. Graduate students involved in program's hands-on, integrated, applied educational model.
- B. Replicate successful model into other school districts/high schools in Wisconsin, including building partnerships with businesses, school districts, and educational support (CESA #1)

Outcomes:

- Students develop career paths, determine goals for reaching career, and obtain high school diploma
- Success tracked through student attendance and graduation rates.

Coordination/Linkages

Works with local school districts, surrounding manufacturing business community, CESA #1, DPI, DWD Youth Apprenticeship, local universities and technical colleges, WOW WDB, workforce development/job center, and students and their parents.

Key Follow-Up Issues

- Relationship to recently approved state funding for expansion (\$125,000 approved by state legislature) -- what would CWI WIA State Activity funds support and what would other new dollars support?
- Plans/assurances on ability to substantially expand effectively (maintain quality)
- Increased specificity on goals, objectives, activities and outcomes for this specific grant proposal
- Clarification of time frame for program and continuation if necessary (grant period 12 months, Second Chance is 21 month program)
- Clarification of coordination/linkages/partnerships, especially relative to GROW and WDBs
- Submission of acceptable activity timetable and budget