



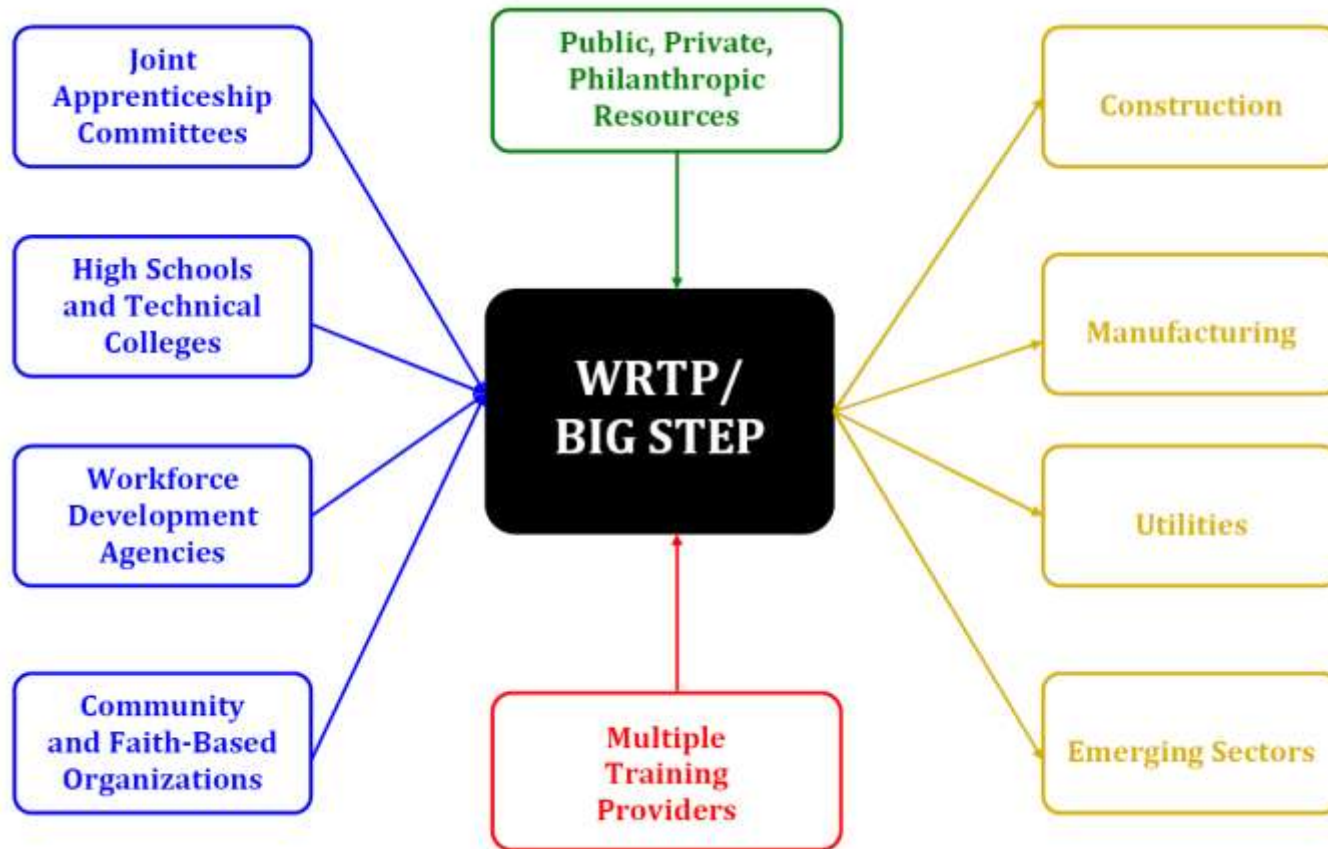
# Center of Excellence

# History of Partnership

- ▶ In 1976, a consortium of representatives of the building trades and contractor associations founded **BIG-STEP (Building Industry Group Skilled-Skilled Trades Employment Program)** in an attempt to connect and increase the number of minority, female and younger workers employed in the building trades.
- ▶ In 1992, the formation of the **Wisconsin Regional Training Partnership (WRTP)** was announced after the Commission on a Quality Workforce recommended the development of partnerships between business, labor and government to renew the industrial base in the Milwaukee area.
- ▶ In 2000, WRTP was awarded a demonstration grant from the U.S. Department of Labor to replicate the program in other sectors, including construction.
- ▶ In 2002, WRTP and BIG-STEP, both with their own highly successful histories, partnered to facilitate more effective coordination of employer-driven worker readiness to best ensure individuals preparing for employment gain the skills needed by employers, while ensuring the needs of employers are also met.
- ▶ In 2005, with support from Governor Jim Doyle, the partnership established the Center of Excellence (COE) creating a clearinghouse for employers, union, job seekers and community partners.



# Center of Excellence (COE) Model




# Mission

- Improve the ability of employers and unions to recruit, retain, and develop qualified community residents for skilled trades and industries
  - Assess job-ready candidates from a wide range of referral partners
  - Prepare qualified candidates for employment and advancement opportunities
  - Place community residents into targeted trades and industries

# Approach

- Provide central clearinghouse for the assessment, preparation, and placement of job ready candidates
  - Inclusive approach enables any public sector agency, educational institution, or community-based organization to refer candidates
  - Clearinghouse creates central resource for employers and unions to achieve workforce development and diversity objectives
  - DWD Task Force includes MAWIB, Job Service, Job Centers, W-2 Agencies, Urban League and other partners.
  - WRTP funds Urban League and other community-based partners that refer candidates for MMSD and DOT projects
  - Formed Urban Skilled Trades Connection (USTC) Milwaukee Public Schools

# COE Programs

- ▶ BIG STEP Apprenticeship Prep
  - ▶ Skilled Trades Training
  - ▶ Specialized Certifications
  - ▶ Employer Services
  - ▶ Triada Employment Services LLC
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# Trainings – Construction Sector

- ▶ Asbestos Worker Supervisor Training
- ▶ Bricklayers Construction Certificate Program
- ▶ Entry Level Construction Skills
- ▶ Lead Abatement Supervisor Training
- ▶ Painters and Allied Trades Certificate
- ▶ PRIME Plumbers Training
- ▶ Roadbuilding Skills Training (M-TrANS)
- ▶ Sewer and Water Training Certificate
- ▶ Utility Construction Certificate
- ▶ Unindentured Electrical Certificate Program

# Trainings – Manufacturing Sector

- ▶ Entry Level Manufacturing Skills
- ▶ Entry Level Manufacturing Skills – CNC (ELMS CNC)
- ▶ Entry Level Manufacturing Skills– WELDING (ELMS WELDING)
- ▶ Specialized Trainings designed for employers



# Employer Services

- Recruitment Strategies
- Assessment Techniques
- Industry–Specific Essential Skills
- Structured OJT Training Systems
- Workplace Mentoring Networks
- Positive Attendance Practices
- Resource Development Strategies
- Industry Promotion and Awareness
- Community Partner Development
- ▶ Triada

# Certifications

- ▶ Residential Preference Program (RPP)
- ▶ Communities in Need (COIN)
- ▶ WisDot TrANS
- ▶ Milwaukee Metropolitan Sewerage District Workforce Development and Training Program (MMSD-WDTP)
- ▶ WHEDA
- ▶ Some of the construction sector trainings result in certifications such as Trans and ELCS.

# WRTP/BIG STEP

## Placement and Wage Summary by Sector

January 1, 2005 through December 31, 2008

### *Sector Employment Placements Average Wage*

<i>Construction</i>	1,360	\$15.40
<i>Healthcare</i>	59	\$10.60
<i>Manufacturing</i>	258	\$12.91
<i>Other</i>	17	\$12.21
<i>Summary Total</i>	1694	\$14.82

# Contact Information

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