

40 YEARS OF IMPACT

'23 ANNUAL REPORT



MISSION

Our mission is to build public and private partnerships that support innovation and excellence in workforce development and to help businesses and workers succeed in the Wisconsin counties of Columbia, Dane, Dodge, Jefferson, Marquette and Sauk.

40 YEARS OF COMMUNITY IMPACT

As we reflect on 40 years of service and investment into the public workforce system, our impact is vividly evident in the countless success stories that reveal the diverse triumphs of those we have served. Whether it's overcoming barriers, realizing educational aspirations, or fulfilling professional ambitions, our board has been at the forefront, fostering an environment where dreams flourish into tangible achievements. None of this, however, would be possible without our business and community partnerships.

Thank you for joining us on this remarkable journey of impact and transformation.

LEADERSHIP

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Department of
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LOCAL ELECTED OFFICIALS (LEOs)

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Dodge County Board Chair

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Apprenticeship Navigator

Becky Kikkert
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Seth Lentz
Chief Executive Officer

Jess Mills
WAI Coordinator

Pricilla Reyes
Youth Program Assistant

Lameece Tyne
Chief Financial Officer

Alicia Vann
Fiscal Assistant

Jeff Westra
Business Services Manager

Chris Ziegel
Operations Manager

MESSAGE FROM THE EXECUTIVE DIRECTOR

We are thrilled to present our annual report, marking a significant milestone in our journey toward workforce development excellence. For the past four decades, we have been a leader in South Central Wisconsin, fostering economic growth and stronger communities through the power of partnerships and workforce development. As we reflect on this remarkable journey, we want to express our deepest appreciation to the community, education, labor, and business partners who have been steadfast supporters of our mission.

Over the years, our agency has witnessed incredible progress, and the positive impacts on the lives of countless individuals and the broader community cannot be overstated. Through our collective efforts, we have served more than 24,000 customers through our collaborative public workforce system investments. These individuals have gained the skills, confidence, and opportunities needed to secure meaningful employment, provide for their families, and contribute to the region's prosperity.

Our commitment to this region is unwavering, and it's through the dedication of our valued partners that we have been able to achieve this level of success. We extend our heartfelt thanks to our community partners, who provide the essential support networks and resources to our participants, helping them navigate the complex journey of personal and professional growth.

Our education partners have been instrumental in delivering high-quality training and education, ensuring our clients are equipped with the skills demanded by the ever-evolving job market.

Furthermore, our workforce partners have been



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pivotal in connecting job seekers with employment opportunities that match their abilities and aspirations. Their invaluable insights into the labor market trends have guided our strategy, ensuring our services remain relevant and effective.

Last but not least, our business partners have not only provided crucial insight into their workforce needs, but have also opened their doors to our participants, offering them a chance to gain practical experience and develop a sense of belonging within the workforce.

In the past 40 years, our agency has invested more than \$195 million in local workforce systems, serving as a catalyst for economic growth and thriving communities. These investments have not only benefited individuals seeking employment but have also had a ripple effect on the entire region. New businesses have emerged, existing ones have thrived, and our local economy has grown stronger, making South Central Wisconsin an attractive place to live, work, and prosper.

As we look ahead to the future, we remain dedicated to the principles of collaboration, innovation, and inclusivity that have been at the heart of our mission from the beginning. We are excited to continue our work, serving the needs of our community and creating opportunities for all who seek to improve their lives through workforce development.

Once again, thank you, our esteemed partners, for your unwavering support, trust, and commitment. Together, we have achieved great things, and together, we will continue to build a brighter future for South Central Wisconsin.



Seth Lentz,
Executive Director

40 YEARS OF WORKFORCE IMPACTS

24,000+

Supported more than 24k participants in 6 counties with federally-funded employment and training services

14,532

Connected 14,532 employers with American Job Center workforce solutions

\$195M

Invested more than \$195 million to support regional workforce programs

24

Delivered workforce services at more than 24 Job Centers, Labs and Access Points



STRONGER TOGETHER

Public-private partnerships have strengthened the local workforce system from the very beginning. It is a legacy the Workforce Development Board is committed to keeping alive so that we may continue to grow the people and industries that make our communities and region thrive.

Our work is made possible through the invaluable commitment of champions, partners and stakeholders who understand the need to enhance and expand the efforts of the local workforce development system. We gratefully acknowledge the many individuals, agencies and businesses whose collaboration and partnership make our work possible together.



◀ **CONVENED** more than 75 employers to collaboratively identify and address workforce talent needs through our local industry partnership groups. Sector and industry partnerships are a proven strategy for engaging employers in key industries, helping workers train for and access good jobs, and coordinating education, training, and workforce development activities in response to industry needs.



▲ **AWARDED** \$2 million in Worker Advancement Initiative funding by the State of WI Department of Workforce Development through the American Rescue Plan Act. We've supported 460 people whose jobs were impacted by the pandemic, including those who were not successful prior to the pandemic. We're working closely with community partners to offer hard and soft-skill training connected to in-demand jobs, incentives and wraparound services.



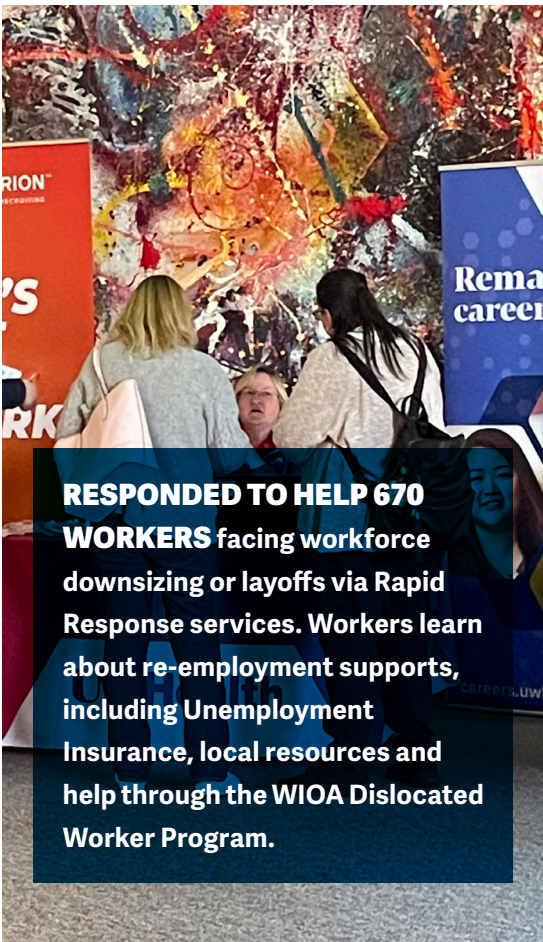
ENGAGED MORE THAN 250 ATTENDEES including executives, policymakers and workforce development leaders at the Talent Development Conference in April 2023. The event, hosted by the Wisconsin Workforce Development Association, featured experts from across the country to discuss workforce needs and best practices.



▼ **REPRESENTED** Wisconsin's Workforce Development Association (WWDA) at the National Association of Workforce Boards' convening in Washington D.C. in spring 2023. Together, we develop strategies that guide regional efforts in ensuring workers have the skills they need to fill the jobs businesses create, as well as advocate for higher wages for workers, larger profits for businesses and stronger communities for all.



▲ **INVITED** to join Wisconsin's team at the summer 2023 Job Quality Academy Summit in Washington D.C. The U.S. Department of Labor's Job Quality Academy, designed and operated in partnership with Jobs For the Future (JFF) and other national partners, presents a unique opportunity to help the workforce system focus on defining and enhancing good jobs. Wisconsin's team includes representatives from the Department of Workforce Development, South Central Federation of Labor (AFL-CIO) and the Wisconsin Department of Children and Families.



RESPONDED TO HELP 670 WORKERS facing workforce downsizing or layoffs via Rapid Response services. Workers learn about re-employment supports, including Unemployment Insurance, local resources and help through the WIOA Dislocated Worker Program.



SUPPORTED 33 WORKSMART NETWORK STAFF with continued education about workforce development strategies and resources that can benefit their professional development and their customers' needs. This includes statewide convenings and technical assistance training provided by our team.

INVESTING IN OUR FUTURE

To prepare the next generation of workers, we collaborate with an extensive network of partners to create meaningful opportunities for people to discover, pursue and attain their career aspirations. While the generous support from federal, state and local grants provide a means to support our work, people and partnerships drive the impact on the ground.



SUPPORTED 144 young adults who aged out of foster care in 15 counties across southern Wisconsin. The Independent Living program offers help with housing, healthcare, education and job resources. The State of Wisconsin Department of Children and Families provided \$433,500 to help lead participants toward independence.



OVER 500 HOURS DEDICATED BY INDUSTRY CHAMPIONS to showcase careers and pathways to K12 students

▼ **PREPARED** 43 individuals in Dodge, Marquette and Sauk Counties for critical healthcare occupations that directly impact patient care in rural communities. This Department of Labor H-1B Grant is made possible in partnership with 6 Workforce Development Boards and 10 employer partners.



◀ **AWARDED** \$768,900 to place 699 students in Youth Apprenticeships in Dane and Jefferson Counties. Over 500 employers hire our students, resulting in \$4.23 million in earned wages and over 314,550 hours in productivity. The program is offered in partnership with Dane County School Consortium and Jefferson County School to Career Consortium, with support from the State of Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards.



► **SUPPORTED** the pre-release technical education and certified pre-apprenticeship training for 38 justice-involved individuals in collaboration with the Wisconsin Department of Corrections, Madison College and Moraine Park Technical College. The programs are made possible through investments from State of Wisconsin Department of Workforce Development through the American Rescue Plan Act and the Wisconsin Department of Corrections.



◀ **HELPED** 160 justice-involved individuals at 3 Department of Corrections institutions (Columbia, Fox Lake and Oakhill) via the Windows to Work program and Job Lab staffing support, funded through the Wisconsin Department of Corrections. Pre- and post-release services help promote self-sufficiency for those returning to the community. With our help, on average, 85% of participants are employed within 32 days of release, earning \$16.89/hr.

◀ **SUPPORTED NEARLY 740 REGISTERED APPRENTICES** to date with supportive services in the amount of \$425,248. The effort is funded via the Department of Workforce Development Bureau of Apprenticeship Standards' grants to support the expansion of apprenticeship in existing and new industries amongst career seekers and employers.



CREATING CONNECTIONS FOR LASTING IMPACT



▶ **AWARDED** more than \$235,400 to 19 companies committing to Registered Apprenticeships as a workforce development strategy. These On-the-Job Learning reimbursements are made possible through the State of Wisconsin Bureau of Apprenticeship Standards' federal grant funding, including the ASE Grant and the SAE 2020 Grant.



▶ **CONVENED** stakeholders and early childhood education experts to examine the current childcare situation in Wisconsin and its impact on local employers, workers and economies. The April 2023 conversation was offered in partnership with the State of Wisconsin Department of Workforce Development as part of its Winning with Wisconsin's Workforce series.



FINANCIAL SUMMARY

STATEMENT OF FINANCIAL ACTIVITIES

AS OF JUNE 30, 2023

REVENUES

Government Grants	\$6,483,016
Other Revenue	\$128,818
Total Revenue	\$6,611,834

EXPENSES

WIOA Program Services

WIOA Adults and Dislocated Workers	\$1,569,773
WIOA Youth	\$735,217
Total Program Services	\$2,304,990

Other Program Services

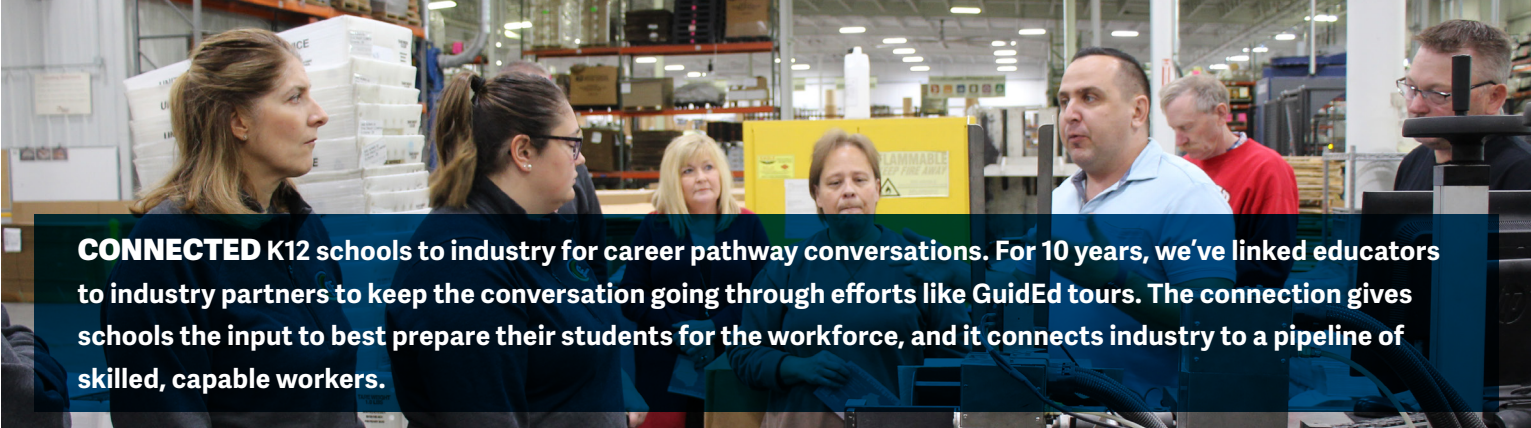
Project Costs	\$53,183
WIOA - Statewide DWG Grant	\$98,064
WIOA - Rapid Response Allotment Grant	\$77,175
DWD - Winning with Wisconsin Events	\$7,452
DWD - WAI Grant	\$542,457
DCF - Independent Living Grant	\$521,859
BAS - Youth Apprenticeship Grant	\$744,373
BAS - Apprenticeship Expansion Grant	\$306,963
BAS - Apprenticeship Navigator Grant	\$1,058,778
DOL - Rural Healthcare Grant	\$124,408
DOC - Windows to Work Program	\$223,943
Total Other	\$3,758,655

Supporting Activities

Management and General	\$444,210
Grant Development & Writing	\$25,574
Total Supporting Activities	\$469,784

Total Expenses

\$6,533,429



CONNECTED K12 schools to industry for career pathway conversations. For 10 years, we've linked educators to industry partners to keep the conversation going through efforts like GuidEd tours. The connection gives schools the input to best prepare their students for the workforce, and it connects industry to a pipeline of skilled, capable workers.

MEASURABLE IMPACTS

As stewards of federal funding, it's our responsibility to make sure our workforce development investments under the Workforce Innovation and Opportunity Act (WIOA) achieve the goals and performance standards set forth by the U.S. Department of Labor. We must meet a minimum of 50 percent of each negotiated level. Below is our region's WIOA Title 1 Scorecard for Program Year 2022 (July 1, 2022 - June 30, 2023).

Employment (2nd Quarter After Exit)	Negotiated Goal Level/Rate	Actual Performance Level/Rate	Percentage of Goal Level/Rate
Adult	75.0%	76.9%	102.5%
Dislocated Worker	81.0%	81.1%	100.1%
Youth	76.0%	70.7%	93.0%

Quarter 2 Employment: The percentage of program participants who are in unsubsidized employment (or education for WIOA youth programs) during the second quarter after exit from the program.

Employment (4th Quarter After Exit)	Negotiated Goal Level/Rate	Actual Performance Level/Rate	Percentage of Goal Level/Rate
Adult	72.0%	76.0%	105.6%
Dislocated Worker	79.0%	80.3%	101.6%
Youth	75.0%	77.1%	102.8%

Quarter 4 Employment: The percentage of program participants who are in unsubsidized employment (or education for WIOA youth programs) during the fourth quarter after exit from the program.

Median Earnings	Negotiated Goal Level/Rate	Actual Performance Level/Rate	Percentage of Goal Level/Rate
Adult	\$7,300	\$8,110	111.1%
Dislocated Worker	\$9,600	\$10,974	114.3%
Youth	\$3,600	\$4,515	125.4%

Median Earnings: The median earnings of program participants who are in unsubsidized employment during the second quarter after exit from the program.

Credential Attainment Rate	Negotiated Goal Level/Rate	Actual Performance Level/Rate	Percentage of Goal Level/Rate
Adult	72.0%	79.7%	110.7%
Dislocated Worker	70.0%	74.6%	106.6%
Youth	65.0%	61.0%	93.8%

Credential Attainment Rate: The percentage of program participants who obtain a recognized postsecondary credential - or a secondary school diploma or its recognized equivalent - during participation in or within one year after exit from the program.

Measurable Skills Gain	Negotiated Goal Level/Rate	Actual Performance Level/Rate	Percentage of Goal Level/Rate
Adult	79.0%	81.4%	103.0%
Dislocated Worker	74.0%	77.8%	105.1%
Youth	79.0%	79.3%	100.4%

Measurable Skills Gain: The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skills gains towards such a credential or employment.

The Workforce Development Board of South Central Wisconsin is an equal opportunity employer and program service provider. If you need this information or printed material in an alternative format or in a different language (any of these free of charge), please contact us at 608-249-9001. Deaf, hard of hearing or speech impaired callers may contact us through Wisconsin Relay Services at 7-1-1. Proud partner of the American Job Center network.