Celebrating 35 years of partnerships and pathways for economic growth

Annual Report
Our Mission
The Workforce Development Board of South Central Wisconsin (WDBSCW) was founded in 1983 with a mission to build public and private partnerships that support innovation and excellence in workforce development. With this charge, we continue to develop and deliver workforce strategies with education, economic and workforce system partners to ensure our local workforce is prepared to meet the skill needs of businesses in our region.

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Russell Kottke
Dodge County Board Chair
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Marquette County Board Chair

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Elizabeth Roddy
Associated Builders & Contractors of Wisconsin
Ed White
Sauk County Development Corporation
Brian Woodhouse
Madison College

The Year In Photos
Youth Apprenticeship Council members and guests visit at the Youth Apprenticeship Networking Event in April 2018.
Thanks to you, 2018 was an extraordinary year, complete with new workforce initiatives and deeper investments that are moving our region forward. We are honored and inspired to be part of the work that gives so many in our communities a brighter future. - Pam Christenson, WDBSCW Board Chair

Executive Summary

The WDBSCW 2018 Annual Report highlights our progress and investments to support a responsive talent development system for our region.

Within the south central region, we invested in Career Pathway-modeled efforts that support the skill needs of business and industry. We worked to ensure that the region’s workers have the essential skills that will help them to earn wages that will support their families.

Snapshot:
- 23,123 visits made to the American Job Centers in Dane, Jefferson and Sauk counties
- 16,023 job seekers attended workforce events in the south central region
- 920 unemployed/under-employed adults and dislocated workers participated in WIOA-funded services
- 482 people engaged in credential-bearing trainings and post-secondary education
- 197 young adults, 18 through 24 years of age, participated in WIOA-funded Out-of-School Youth services
- 192 people participated in offender re-entry programming
- 100 people participated in On-the-Job Training or subsidized Work Experience
- 85 young adults who were aging out of foster care participated in the Independent Living Program
- 52 high school seniors enrolled in Middle College, an early college engagement

In the coming year, the WDBSCW will be laser-focused on continuing to support development and retention of our region’s talent. Our goal is that all the workers within our communities have the skills and opportunity to be successful. We are honored to serve as the steward for investments that truly change lives. We thank you for your continued partnership.

Pat Schramm
CEO/Executive Director
What We Do

At the Workforce Development Board of South Central Wisconsin (WDBSCW) we believe our communities have the potential to thrive with the support of a results-driven, responsive talent development system for businesses, job seekers and workers.

One area of our work is overseeing the delivery of high-quality, high-impact workforce services under the Workforce Innovation and Opportunity Act (WIOA). Under this federal legislation, we are charged with helping residents in our region access employment, education, training and support services to succeed in the labor market. The Act also affords us the extraordinary opportunity to match businesses with the diversely skilled talent they need to compete in the global economy.

Continuous collaboration with our business, education, community and economic partners is vital to the success of our local talent development system and our regional economy through a mix of work-based learning, business engagement, career services and skill development.

Who We Help

Together with workforce and community partners, we provide specialized programs and services to under-served populations including dislocated workers, recipients of public assistance programs, veterans, people with disabilities, re-entering ex-offenders and at-risk youth.

I’m really grateful for the opportunity to be able to do this stuff and to be able to be in Middle College and get an internship through them. It was really helpful because now I know what I want to do when I get older. - Ciara, 2018 Middle College graduate

The Year In Photos  The 2018 Middle College culinary arts, healthcare and manufacturing students celebrate their graduation from the program in May 2018.
We’re collaborating with our sister Workforce Development Boards and the State of Wisconsin Bureau of Apprenticeship Standards to expand engagement in apprenticeship training. Together we’re working to develop new registered apprenticeship programs in biotechnology, healthcare, information technology and manufacturing. This work is supported by a $350K federal investment, known as WAGE$, which runs through 2020 and by the ApprenticeshipUSA Expansion grant.

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Youth Apprenticeships
Under a work-and-learn model, Youth Apprenticeships (YA) help high school juniors and seniors gain career readiness and industry skills in the classroom and work environment through mentorships and instruction. Last year a record-setting 455 students trained in YA industry tracks. This work is supported by the Department of Workforce Development.

I can’t thank you enough for all of your help. You’ve been a blessing and given me that extra push I needed. If I didn’t go through with you I probably wouldn’t have a job for months after Boston Store. Thank you. - Maggie, WIOA Dislocated Worker Program participant

Work-Based Learning
We work with local businesses and partner organizations to increase employability and reduce the skills gap of workers through experiences they need to be successful in the future workforce.

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American Job Centers

American Job Centers (AJCs) are one-stop service sites designed to connect community members and businesses to employment and training services, including career counseling, labor market information and similar employment-related services.

Industry Partnerships and Business Alliances

Our industry partnerships and business alliances brought together 210 company representatives to support our industry work last year. Through alliances, committees and councils, we work to address critical skill needs to help meet growing demand.

Rapid Response

Our Rapid Response team provides assistance to workers and companies facing layoffs, downsizings or mergers. Last year, we helped ease the transition for 350 affected workers.

The WDBSCW has been a great partner for us. Over the years, they have introduced us to resources to help us move into new talent pipelines, connected us with other local manufacturers to share best practices and ideas to attract and retain a skilled workforce, and provided educational opportunities to keep us engaged in the community and up to date on current trends. - Kim Doolittle, Springs Window Fashions

Career Services

Re-Entry Programs

The Wisconsin Department of Corrections-supported Windows to Work program helped 98 ex-offenders in our region access the career and wrap-around supports they need most.

WorkSmart Network Career Services

Last year, 1,269 workers and job seekers in the region received career services, including career exploration, resume development and interview preparation.

American Job Centers

Comprehensive Site
Dane County Job Center

Affiliate Sites
Workforce Development Center of Jefferson County
Sauk County Job Center
Skill Development

We work to assure the talent development system can respond to the needs of workers and job seekers by helping them acquire new skills and overcome barriers.

Middle College

Since its launch in 2010, more than 500 high school seniors have engaged in the dual-credit career pathway programs in healthcare, manufacturing or culinary arts. Under the design, at-risk youth study at technical college campuses and apply their new skills during a paid summer internship with our industry partners.

The Year In Photos 1. ShawnaRae, a member of the Wisconsin Youth Advisory Committee (YAC), presents at the annual Hands Around the Capitol event in May 2018 to promote foster care awareness. 2. Members of the Wisconsin YAC share the final hand print banner created by the public at the Hands Around the Capitol event in May 2018. 3. Guests of the Hands Around the Capitol event break from exploring the attending organizations for a photo.

Independent Living Program

We help youth transitioning from foster care access an array of supports and services (academic support, career planning and connections to basic needs) to ensure a smooth transition to independent living. This multi-faceted service system is supported by the State of Wisconsin Department of Children and Families and partnering Wisconsin Workforce Development Boards via the Independent Living Grant.

Youth Career Services Academy

The Youth Career Services Academy aims to prepare young adults for the workforce. Through interactive activities and career exploration, young adults learn about the valuable education, financial and career resources available to them.

Academies

We’re helping to address the skill shortages that exist between job seekers and high-demand career pathways with Academies. These short-term, accelerated technical training programs help individuals quickly skill up with credentials to move into skilled jobs in in-demand industries.
### Statement of Financial Activities

#### OPERATING REVENUE

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government Grants</td>
<td>$5,726,028</td>
</tr>
<tr>
<td>Other Revenues</td>
<td>$9,949</td>
</tr>
<tr>
<td><strong>TOTAL OPERATING REVENUE</strong></td>
<td><strong>$5,735,977</strong></td>
</tr>
</tbody>
</table>

#### OPERATING EXPENSES

**Program Services**
- Adults and Dislocated Workers                                     | $2,384,354   |
- Youth                                                              | $1,320,777   |
  **Total Program Services**                                          | **$3,705,131**|
- Training costs included above ($1,003,571)

**Other**
- Project Costs                                                      | $60,847      |
- Department of Children and Families Independent Living (IL) Grant  | $304,819     |
- WAGE$ Grant                                                        | $106,012     |
- Youth Apprenticeship Grant                                         | $396,342     |
- Windows to Work Program                                             | $119,252     |
- Rapid Response Allotment Grant                                     | $103,461     |
- Rapid Response Additional Assistance Grant                          | $136,631     |
- Transition Grant                                                   | $77,637      |
- Apprenticeship Expansion Grant                                     | $31,435      |
- Dislocation Grants                                                 | $5,912       |
- U.S. Department of Labor Linking to Employment Activities          | $225,621     |
- Pre-Release (LEAP) Grant                                            | $152,369     |
  **Total Other**                                                     | **$1,567,969**|

**Supporting Activities**
- Management and General                                             | $427,632     |
- Grant Development & Writing                                         | $38,649      |
- Unrestricted Funds                                                 | $(3,404)     |
  **Total Supporting Activities**                                     | **$462,877**|

**TOTAL OPERATING EXPENSES**                                         **$5,735,977**
How We Measure Up

As stewards of federal grant funding it's our responsibility to make sure that our workforce development investments under the Workforce Innovation and Opportunity Act achieve the goals and the performance standards set forth by the U.S. Department of Labor. The WDBSCW must meet a minimum of 90% of each negotiated goal.

### Program Year 2017 Qualified** Scorecard (July 1, 2017-June 30, 2018)

<table>
<thead>
<tr>
<th>Employment (2nd Quarter After Exit)</th>
<th>Negotiated Goal Level/Rate</th>
<th>Preliminary Year-End Performance Level/Rate</th>
<th>Percentage of Goal Level/Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult</td>
<td>80.0%</td>
<td>81.1%</td>
<td>101.4%</td>
</tr>
<tr>
<td>Dislocated Worker</td>
<td>85.0%</td>
<td>89.9%</td>
<td>105.8%</td>
</tr>
<tr>
<td>Youth</td>
<td>75.0%</td>
<td>89.3%</td>
<td>119.1%</td>
</tr>
</tbody>
</table>

**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.

<table>
<thead>
<tr>
<th>Employment (4th Quarter After Exit)</th>
<th>Negotiated Goal Level/Rate</th>
<th>Preliminary Year-End Performance Level/Rate</th>
<th>Percentage of Goal Level/Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult</td>
<td>75.0%</td>
<td>74.1%</td>
<td>98.8%</td>
</tr>
<tr>
<td>Dislocated Worker</td>
<td>83.0%</td>
<td>81.7%</td>
<td>98.4%</td>
</tr>
<tr>
<td>Youth</td>
<td>70.0%</td>
<td>87.5%</td>
<td>116.7%</td>
</tr>
</tbody>
</table>

**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.

<table>
<thead>
<tr>
<th>Median Earnings</th>
<th>Negotiated Goal Level/Rate</th>
<th>Preliminary Year-End Performance Level/Rate</th>
<th>Percentage of Goal Level/Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult</td>
<td>$5,000</td>
<td>$6,010</td>
<td>120.0%</td>
</tr>
<tr>
<td>Dislocated Worker</td>
<td>$7,000</td>
<td>$8,297</td>
<td>118.5%</td>
</tr>
</tbody>
</table>

**Median Earnings:** The median earnings of program participants (not collected for WIOA youth programs) who are in unsubsidized employment during the second quarter after exit from the program.

<table>
<thead>
<tr>
<th>Credential Attainment Rate</th>
<th>Negotiated Goal Level/Rate</th>
<th>Preliminary Year-End Performance Level/Rate</th>
<th>Percentage of Goal Level/Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult</td>
<td>60.0%</td>
<td>55.7%</td>
<td>92.8%</td>
</tr>
<tr>
<td>Dislocated Worker</td>
<td>70.0%</td>
<td>73.2%</td>
<td>104.6%</td>
</tr>
<tr>
<td>Youth</td>
<td>70.0%</td>
<td>88.2%</td>
<td>126.0%</td>
</tr>
</tbody>
</table>

**Credential Attainment:** 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 1 year after exit from the program.

<table>
<thead>
<tr>
<th>Measurable Skills Gain</th>
<th>Negotiated Goal Level/Rate</th>
<th>Preliminary Year-End Performance Level/Rate</th>
<th>Percentage of Goal Level/Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult</td>
<td>Baseline year</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Dislocated Worker</td>
<td>Baseline year</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Youth</td>
<td>Baseline year</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

**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 skill gains toward such a credential or employment.

<table>
<thead>
<tr>
<th>Effectiveness in Serving Employers</th>
<th>Negotiated Goal Level/Rate</th>
<th>Preliminary Year-End Performance Level/Rate</th>
<th>Percentage of Goal Level/Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employer Penetration</td>
<td>Baseline year</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Repeat Business Rate</td>
<td>Baseline year</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

**Employer Penetration:** The total number of establishments that received a service or, if it is an ongoing activity, are continuing to receive a service or other assistance during the program year.

**Repeat Business Customers:** The total number of establishments that received a service or, if it is an ongoing activity, are continuing to receive a service or other assistance during the program year and who utilized a service anytime within the previous three years.
920 adults and dislocated workers served under WIOA programming last year

16,023 number of job seekers that attended workforce events in the region last year

482 participants engaged in credential-bearing trainings or post-secondary education

197 students served last year in the WIOA Out-of-School Youth Program

85 young adults served under the Independent Living Grant in South Central Wisconsin

The Year In Photos 1. The Department of Workforce Development promotes their services at the Jefferson County Stay Local Showcase Employment & Resource Fair in June 2018. 2. A Middle College manufacturing student practices new techniques during class. 3. The 2017 Aspire Award winners celebrate their achievements at the WDBSCW Annual Meeting in November 2017. 4. Employers gather for the Youth Employment Summit in March 2018. 5. Manufacturers network at the annual Fall Manufacturers meeting at Wollersheim Winery in October 2017. 6. Job seekers connect with businesses at the Sauk County Stay Local Showcase Employment & Resource Fair in August 2018.
Staff

Erin Bechen
Director of Administration

Andy Clayton
Program Manager

Megan David
Data Report Analyst

Jackie Hall
Director of Quality & Communications

Kim Larson
Program Manager

Seth Lentz
Deputy Director

Danica Nilsestuen
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Pat Schramm
CEO/Executive Director

Bri Shekels
Project Assistant of Quality & Communications

Lameece Tyne
Director of Finance

Chris Ziegel
Fiscal Assistant
The Workforce Development Board of South Central Wisconsin (WDBSCW) is a private, not-for-profit 501(c)(3) organization dedicated to helping businesses and workers in the Wisconsin counties of Columbia, Dane, Dodge, Jefferson, Marquette and Sauk. With this charge, we partner with workforce, education, economic entities to design and deliver high-impact workforce strategies to ensure our local workforce is prepared to meet the needs of business in our region.

Learn more at wdbscw.org