

WWDA

WISCONSIN WORKFORCE DEVELOPMENT ASSOCIATION



2012 - 2013 Annual Report

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MESSAGE FROM OUR CHAIR

By Howard Teeter, CEO of Anteco Pharma and Chair of WWDA

It was an honor in August to have been selected by the WWDA board to serve a second term as Chairman. I look forward to continuing our efforts, started in 2013, to reimagine and revitalize the board to become a leader in changing how both businesses and government interact with Wisconsin's workforce development efforts.

The services that workforce boards provide to businesses and job seekers across the state are largely funded under the provisions of the federal Workforce Investment Act. Historically, Wisconsin has not directly invested in worker training programs.

The WWDA, along with private and public sector members of the state's 11 workforce development boards has, for many years, worked to inform elected officials and state policymakers about the important functions the boards carry out every day. While doing so, they've identified the benefits of state funding to Wisconsin's workforce development efforts.

This year, the Legislature and Governor Walker responded to the voices of the workforce system and industry by

investing state funds in worker training through Wisconsin Fast Forward, a program strongly supported by the WWDA. The Wisconsin Department of Workforce Development has asked the workforce boards to play an integral role in educating businesses in their regions about the program. The result has been that several workforce boards along with businesses partners have applied for these funds - further strengthening the effectiveness of worker training in their communities.



Howard Teeter

This new chapter in Wisconsin's workforce system, with greater cooperation and coordination among businesses, state government, workforce boards, education and labor institutions, is off to a great start.

As we move into 2014, the new WWDA will continue to build on this cooperation to strengthen Wisconsin's workforce system.

A YEAR IN REVIEW

A Message from our Former Executive Committee Chair

By Donald Sykes, Former WWDA Executive Committee Chair, Milwaukee Area Workforce Investment Board President and CEO

As my term as Chairman of the WWDA Executive Committee comes to a close, I would like to thank you for the opportunity to serve this strong and productive organization.

During my tenure, I have been impressed with the collaboration which has resulted in innovative ideas, strategic thinking and the advancement of workforce development initiatives. It is because of the collective membership of the WWDA that it is a highly effective organization. I look forward to seeing the future results of your hard work and ongoing commitment to creating a highly skilled workforce in Wisconsin.

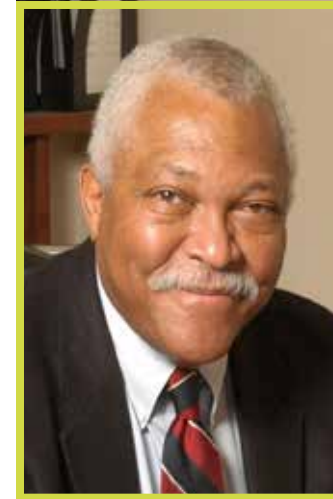
I am proud of our work together, from addressing the skills gap to communicating the value and benefits of local coordination, we have accomplished a great deal. It is my hope moving forward that workforce development is fully funded to meet workforce challenges. Investing in the skills of America's workforce needs to

remain a top priority.

One of our biggest accomplishments, hiring an executive director, has allowed us to increase our capacity for collaboration and stay on top of legislative issues. This critical link between the eleven workforce boards, workforce development stakeholders and legislators is having a positive impact on our overall workforce development efforts.

On a personal note, I have enjoyed your warm friendship. You are a dynamic group of individuals working tirelessly to create a highly skilled workforce for the 21st Century.

Best wishes on continued success.



Donald Sykes

WHO IS THE WWDA

About Us

Established in 2000, the Wisconsin Workforce Development Association (WWDA) was created to represent the cooperative efforts of the local workforce system across the state. Each area's workforce board and local elected officials provide leadership and direction for local workforce development programs, which are tailored to meet the specific needs of their communities.

The Association provides a central forum for the partners to discuss common interests, develop policy consensus, share successful strategies and maintain lines of communication with state and federal governments. The WWDA also supports training and technical assistance for Association membership and front-line staff

providing the direct services to program participants and employers.

The WWDA represents board chairs, board members, local elected officials, Workforce Development Area Directors, and local program providers in the state of Wisconsin by working collaboratively, with the central focus being job seekers, the emerging workforce, and employers.

The Association encourages local collaborations that include education, economic development, workforce development and other key community partners. In addition, the WWDA values strong positive partnerships with the Wisconsin Department of Workforce Development, the Governor's Council on Workforce Investment, and other state-level entities.

WWDA works with workforce development professionals to provide assistance to Wisconsin's youth, adults, dislocated workers, and job seekers through continued education and training.

Our Mission

The Wisconsin Workforce Development Association is dedicated to improving the quality of Wisconsin's workforce by supporting and maximizing the collective strength of the state's local workforce development boards.



The **WWDA** is an association of the leadership of the **11 workforce development areas** in **Wisconsin**

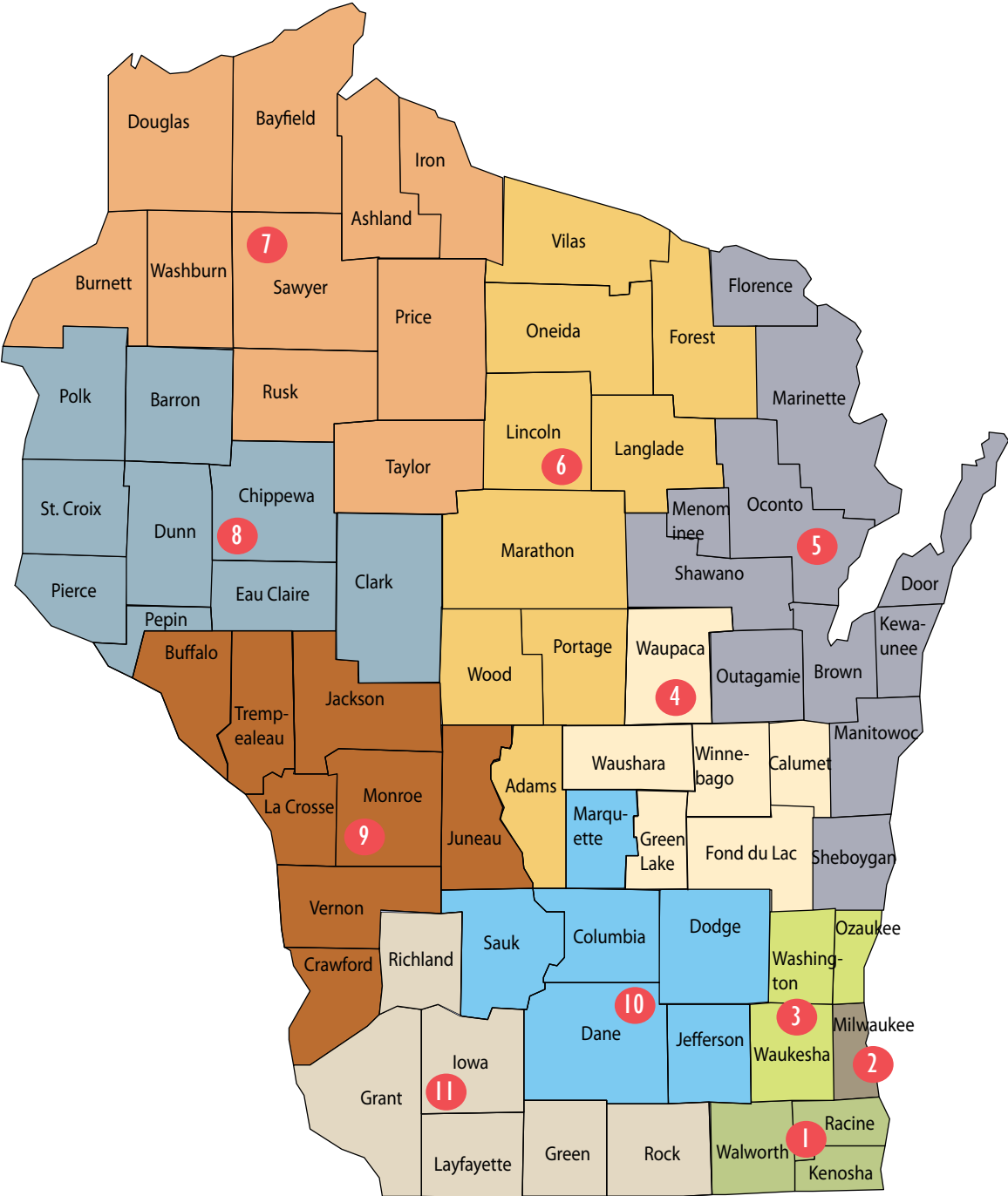
A **33 member body** consisting of **11 Private Sector Business Workforce Board Chairs**, **11 Chief Elected Officials** representing local government, and **11 Executive Officers** of the local Workforce Development Boards.

Together the 33 member body represents over **180 local businesses across the state** and **72 county and city Elected Officials** who represent local government.

There is a statewide network of **over 50 Job Centers** that **serve over 1 million customers** each year.

Wisconsin Workforce Development Association

WISCONSIN'S 11 WORKFORCE DEVELOPMENT AREAS

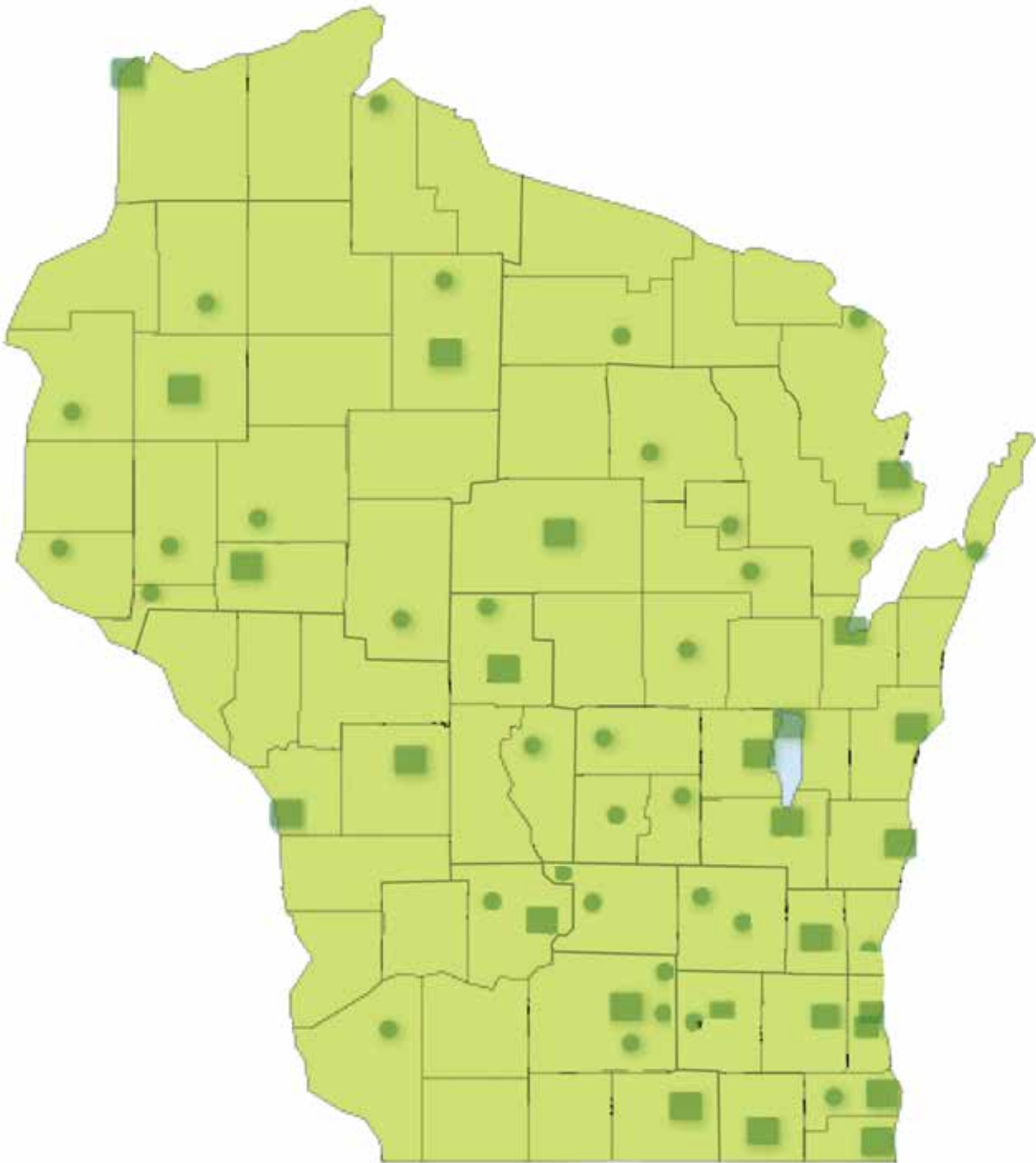


- 1 Southeast Wisconsin
- 2 Milwaukee Area
- 3 Waukesha-Ozaukee-Washington
- 4 Fox Valley
- 5 Bay Area
- 6 North Central Wisconsin
- 7 Northwest Wisconsin
- 8 West Central Wisconsin
- 9 Western Wisconsin
- 10 South Central Wisconsin
- 11 Southwest Wisconsin

WWDA MEMBERS (Current)

WDA	WDB DIRECTOR	CHIEF LOCAL ELECTED OFFICIAL	WDB CHAIRPERSON
1	Doug Bartz Manager, Kenosha County Job Center	Jim Kreuser Kenosha County	Don Gillespie President, Kemper Center
2	Don Sykes President and CEO, Milwaukee Area Workforce Investment Board	Mayor Tom Barrett City of Milwaukee	John Kissinger Regional Vice President, GRAEF
3	Francisco Sanchez President, WOW Workforce Development, Inc.	Dan Vrackas Waukesha County Executive	John Heyer President, Kettle Moraine Coatings, Inc.
4	Paul A. Stelter CEO, Fox Valley Workforce Development Board, Inc.	Allen Buechel Fond du Lac County	Linda Mingus Director of HR, Aurora Healthcare
5	James Golembeski Executive Director, Bay Area Workforce Development Board, Inc.	James Barlow Supervisor, Kewanee County	Dr. Michael Troyer President, Strategic Management Associates
6	Rene Daniels Executive Director, North Central Wisconsin Workforce Development Board, Inc.	Tom Rudolph Supervisor, Oneida County	Kent Olson Olson Tire and Auto
7	Mari Kay-Nabozny CEO, Northwest Wisconsin Workforce Investment Board, Inc.	Bill Kacvinsky (Interim Chair) NWCEP Board	LeRoy Forslund Forslund Consultants
8	Richard Best Executive Director, Workforce Resource, Inc.	Colleen Bates Eau Claire County Board	Timm Boettcher President, Realty Works
9	Beth Sullivan Manager, Western Wisconsin Workforce Development Board, Inc.	James Ehram Chair, Local Elected Officials Consortium	Jodi Roesler Employment Coordinator, Dairyland Power Cooperative
10	Pat Schramm Executive Director, Workforce Development Board of South Central Wisconsin, Inc.	Russel Kottke Chair, Dodge County Board	Janice Butelma Senior Vice President, Human Resources, University of Wisconsin Hospitals and Clinics
11	Bob Borremans Executive Director, Southwest Wisconsin Workforce Development Board, Inc.	Art Carter Chair, Green County Board	Scott Stocker CEO, Shullsburg Creamery

WISCONSIN'S JOB CENTERS



Comprehensive Job Centers

- Baraboo
- Eau Claire
- Elkhorn
- Fond du Lac
- Green Bay
- Janesville
- Jefferson
- Kenosha
- La Crosse
- Madison
- Manitowoc
- Marinette
- Menasha
- Milwaukee - NE
- Milwaukee - SE
- Oshkosh
- Pewaukee
- Phillips
- Racine
- Rice Lake
- Sheboygan
- Superior
- Tomah
- Wausau
- West Bend
- Wisconsin Rapids

Affiliated Job Centers

- Adams
- Antigo
- Ashland
- Balsam Lake
- Beaver Dam
- Beaver Dam
- Berlin
- Black River Falls
- Burlington

- Chippewa Falls
- Dodgeville
- Durand
- Fennimore
- Fitchburg
- Fort Atkinson
- Green Bay
- Independence
- Keshena
- Madison
- Madison
- Madison
- Marshfield
- Mauston
- Menomonie
- Mequon
- Milwaukee
- Milwaukee
- Milwaukee
- Milwaukee
- Montello
- Neillsville
- Niagara
- Oconto
- Park Falls
- Portage
- Prairie du Chien
- Reedsburg
- Rhineland
- Richland Center
- River Falls
- Shawano
- Spooer
- Stoughton
- Sturgeon Bay
- Sun Prairie
- Viroqua
- Watertown
- Waupaca
- Wautoma
- Wisconsin Dells

SKILLS WISCONSIN

Wisconsin's Workforce Boards form Consortia to Launch Skills Wisconsin

By Howard Teeter, CEO of Anteco Pharma and Chair of WWDA

We constantly hear business leaders say that they want to hire but can't find workers with the skills they need. At the same time, there are too many people in the state who are unemployed or underemployed. How can we grow our businesses and Wisconsin's economy if this disconnect continues?

As Chair of the Wisconsin Workforce Development Association (WWDA) and past Chair of one of the workforce development boards, I am proud to say that the state's eleven workforce development boards have joined forces to do a better job matching workers looking for jobs with businesses looking for workers. The Skills Wisconsin project is a ground breaking effort to get state, regional and local workforce and economic development agencies on the same platform to share real-time information on business needs.

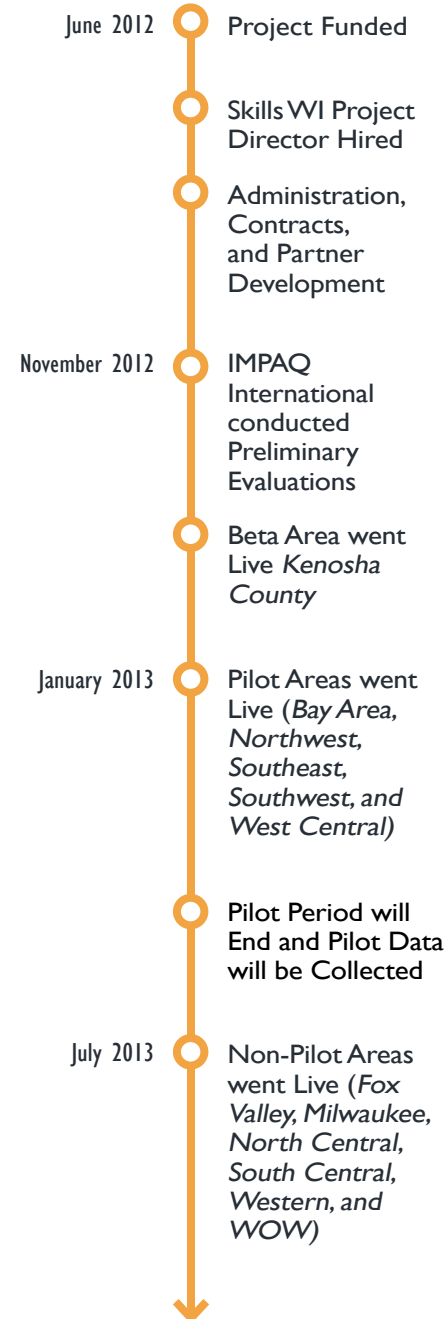
Key projects include reengineering system workflows to serve the business customer; implementing a Salesforce cloud platform to share information and increase collaboration between workforce and economic development systems;

and developing new training to meet immediate, specific industry identified needs.

By July 2013, all eleven workforce development boards had implemented Skills Wisconsin and trained over 100 business services staff to use the Salesforce platform. Currently, the workforce development boards and partners are building system connections between workforce and economic development that will help companies looking to expand or move to Wisconsin find the workers needed.

The strength of Wisconsin's workforce development boards is close connections to their communities. The boards have the ability to quickly react to the employment and training needs of area businesses because they are led by local businesspeople. Because board members also include schools, labor, community leaders and workforce professionals, they can train and move people into jobs efficiently and effectively. WWDA will continue to build local, regional and statewide partnerships to connect good workers with good jobs.

Implementation Timeline



Skills Wisconsin will result in...

Faster Cycle Times

to get larger number of job seekers into jobs leading to self-sufficiency

The Right Training

to provide job seekers skills that businesses actually need

Evidence-Based Solutions

with measured outcomes and use of timely data to serve the business customer

Partners

- 1 Wisconsin Workforce Development Association and its 11 Consortia Workforce Development Boards
- 2 Wisconsin Economic Development Corporation
- 3 Wisconsin Department of Workforce Development
- 4 Wisconsin Technical College System
- 5 Wisconsin Economic Development Association

IMPAQ EVALUATION

As part of the WWDA's Workforce Innovation Fund Grant, *Skills Wisconsin*, the Department of Labor requires that there is a third-party evaluation component. IMPAQ International was selected as the evaluator and they prepared a baseline report that documented the findings of how Wisconsin's workforce system operated prior to the implementation of *Skills Wisconsin*.

IMPAQ conducted an initial mail-based employer survey and in-person interviews with each of the 11 workforce development boards and their strategic partners to establish a baseline for their evaluation. Based on the results of the in-person interviews, IMPAQ created a social network analysis map for the State. The social network analysis graphically displays current communication patterns between the workforce development boards and their strategic partners.

The mail-based employer survey was sent to 4,995 employers across the State who recently had open job orders on Job Center of Wisconsin. 24%, or 1,193 employers, responded. The survey focused on four key areas:

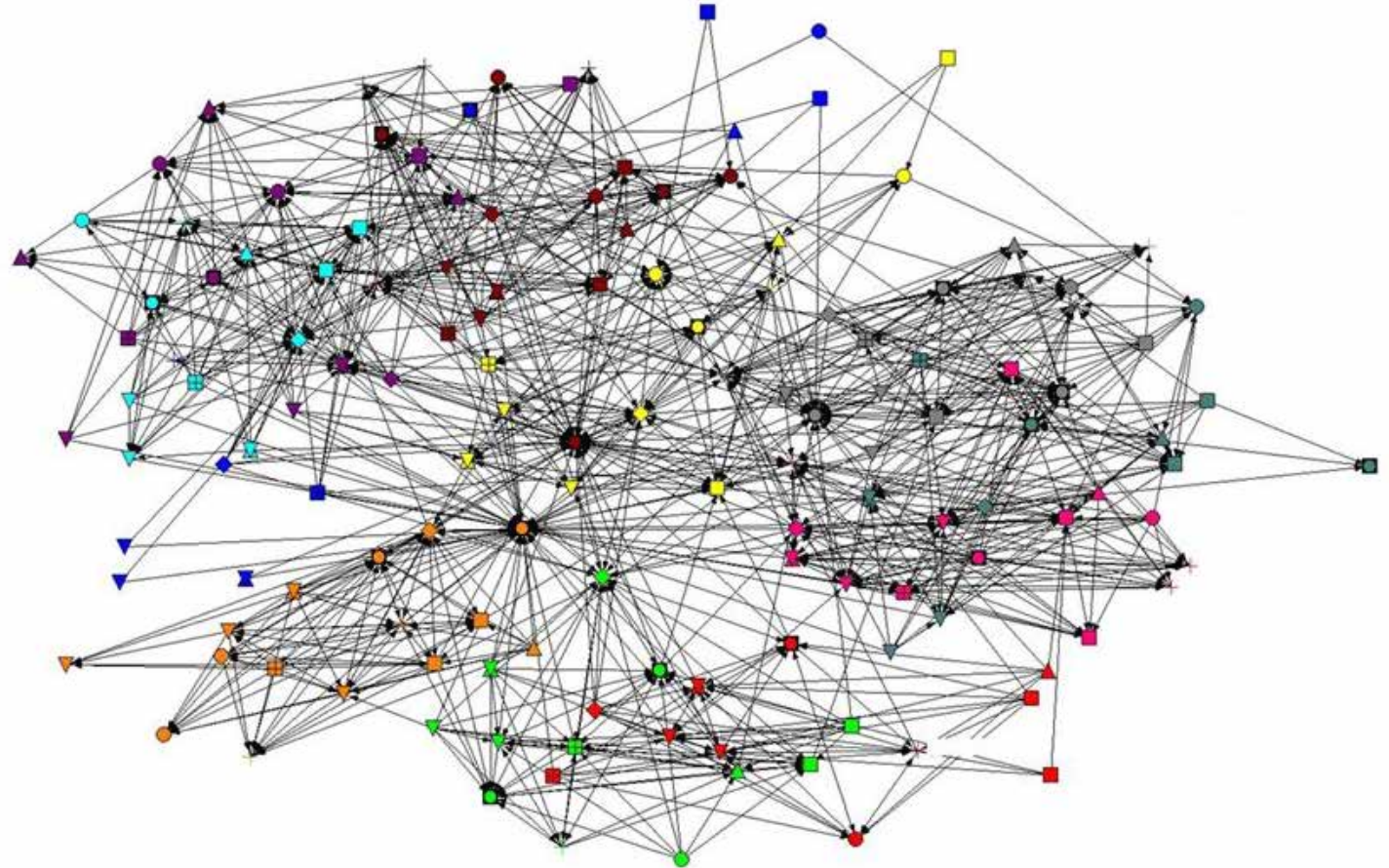
- Employer interaction with the workforce system
- Employer perceptions of jobseeker quality
- Satisfaction with services received from the workforce system
- Overall ratings of how well the State's workforce system serves businesses

IMPAQ will be repeating the mail-based employer survey and in-person interviews at the end of the grant to measure the impact of Skills WI.

- 86.2% had little to a lot of interaction with the workforce system
- 75.3% rated the overall quality of job seekers referred by the workforce system as average, high, or very high quality
- 78.2% were satisfied or very satisfied from the services they received from the workforce system
- 93.2% rated the workforce as fair, good, very good or excellent

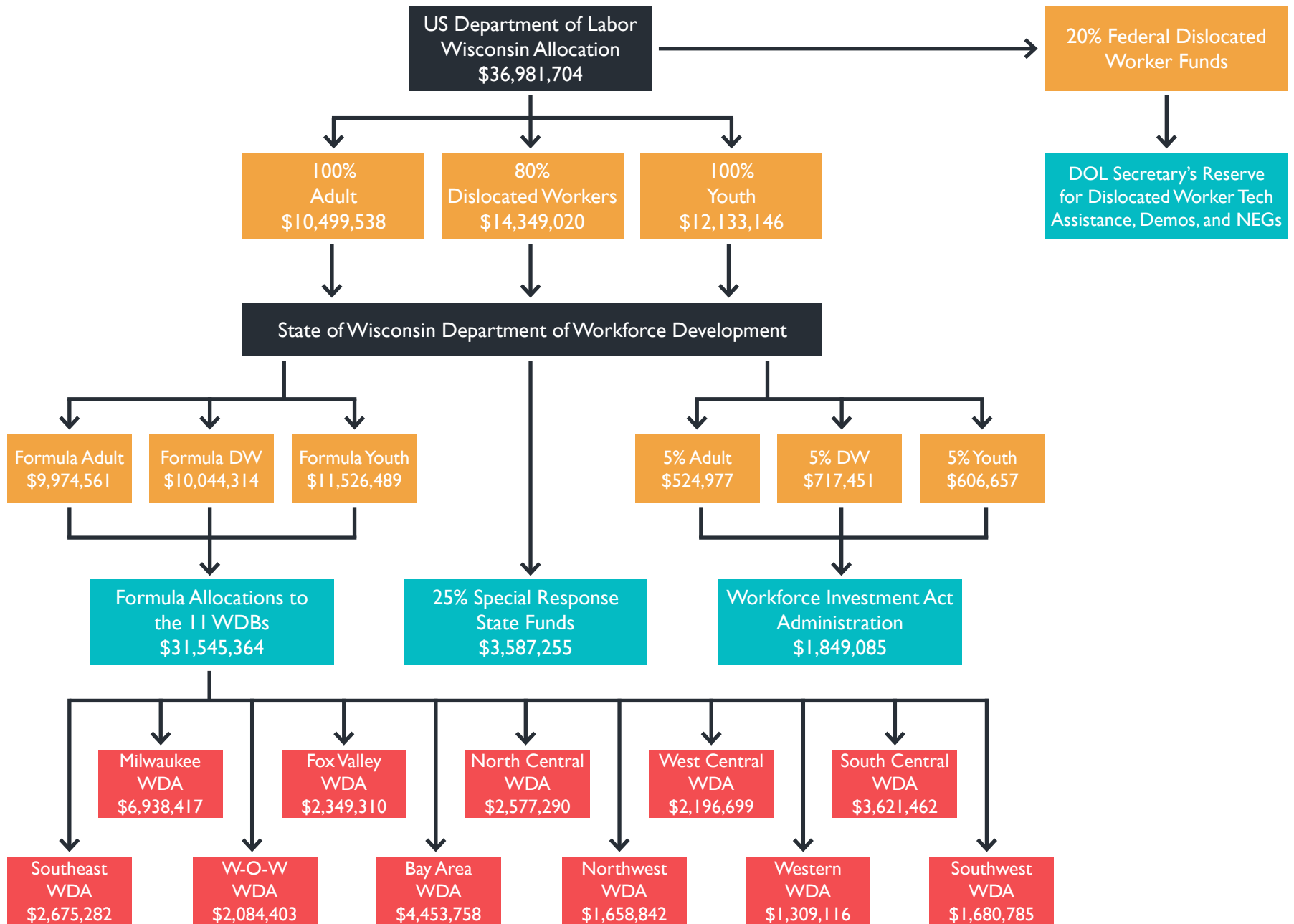
Survey Results (Source: IMPAQ)

Employers in the **health care and social assistance**; **administrative support, waste management, and remediation service**; and **manufacturing** industries had the most interaction with the workforce system.



Social Network Analysis Map: Wisconsin's Workforce Development System (Source: IMPAQ)

FUNDING FLOWCHART: PY 2013 - 2014



Note: Funding decrease of 3.23% from PY 2012 - 2013.

WWDA: Collective Impact

The WWDA represents over 180 business men and women who serve on the workforce boards, 72 county governments, and the combined knowledge and experience of their executive officers. The Association is built upon the work of hundreds of dedicated workforce professionals across the state, including staff from valued partner agencies, who work within the statewide One-Stop system to meet the needs of job seekers and employers.

Across the state, the workforce system places from 50 to 90% of its clients in

employment and helps between 80 and 90% retain their new jobs. The strength of a workforce system lies in the ability to match the needs of local businesses with workforce training to help job seekers meet those needs.

Replicated thousands of times every day across the state, the services that Wisconsin's workforce system deliver are locally driven, but collectively have a tremendous impact on the provision of training to the state's workforce.



IMPACT OF LOCAL WORKFORCE DEVELOPMENT BOARDS

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10 South Central WI	21
11 Southwest WI	22

STATEWIDE SECTOR INITIATIVES

Across the State, local Workforce Development Boards have over 40 sector initiatives in more than 10 sectors.



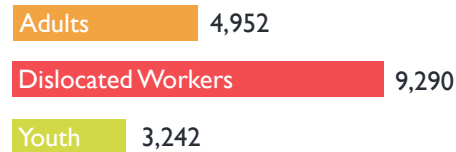
WIA PROGRAM

In addition to numerous other workforce development programs operated by the Boards, the WIA Program remains one of the largest programs which serves adults, youth, and dislocated workers.

17,484 number of job seekers served in WIA Program

4,973 number of job seekers placed into employment

of job seekers served by type



1,025,000+
one-stop center visits

15,000+
employer relationships

140+
workforce development programs in operation

25,000+
job seekers served by programs

Don Gillespie
Chair

Jim Kreuser
Chief Local Elected Official

Counties Served:
Kenosha
Racine
Walworth

\$	WIA	\$2,911,950
	Non-WIA	\$1,223,432
		\$4,135,382

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www.kenoshacounty.org/index.aspx?NID=264

www.wdc.racineco.com

www.walworthcountyjobcenter.com

01 Southeast Wisconsin (SEWWDB)

The mission of the SEWWDB is to provide workforce investment activities that increase the employment, retention and earnings of participants, and increase occupational skill attainment by participants, and as a result, improve the quality of the workforce, reduce welfare dependency and enhance the productivity and competitiveness of the Southeastern Wisconsin Consortium.

INDUSTRY PARTNERSHIPS

Health Care
Water
Manufacturing
Retail
Hospitality and Tourism
Agriculture/Food & Consumer Products
Transportation & Warehousing

DREAM !t DO !t

Dream !t, Do !t is an initiative that unites Youth and Business Services teams to work on behalf of manufacturing employers, schools, students and parents. Young people are introduced to the positive careers that can be found in manufacturing. Local manufacturers have enthusiastically participated in activities and have committed to future participation as they confront the looming talent gap. Over fifty employers have opened their doors to tours and provided speakers.

WIA PROGRAM

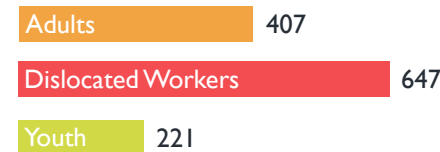
In addition to numerous other workforce development programs operated by the Board, the WIA Program remains one of the largest programs which serves adults, youth, and dislocated workers.

1,275 number of job seekers served in WIA Program

266 number of job seekers placed into employment

\$14.06 average placement wage

of job seekers served by type



PRIVATE SECTOR MEMBERS



- Healthcare
- Manufacturing
- Professional
- Other
- Retail, Tourism, Hospitality

- All Saints Wheaton Franciscan Healthcare
- Birds Eye
- Cardif - Geneva, Corp.
- Express Employment Professionals
- In-Sink-Erator
- Johnson Bank
- Kemper Center LDV, Inc.
- Modine Manufacturing
- Professional Services Group
- Racine Marriott
- ResCare, Inc.
- Shurpac, Inc.
- VIP Services, Inc.

199,743 one-stop center visits

10 unique workforce development programs in operation

28,883 employers in three-county area

3,430+ job seekers placed

02 Milwaukee Area (MAWIB)

The Milwaukee Area Workforce Investment Board will build a strong workforce development system by planning, coordinating, collaborating and monitoring workforce initiatives with businesses, partners and community stakeholders at the local, regional and state level to ensure a skilled and productive workforce for the 21st century.



INDUSTRY PARTNERSHIPS

- Construction
- Healthcare
- Manufacturing
- Water

YOUTH WORK EXPERIENCE

In 2012, the success of the Earn & Learn Summer Employment program included employing over 1,200 youth and a 90 percent employer retention rate. Young people were able to get a variety of experiences through a number of programs and partners, including Milwaukee County Parks, Culinary Arts Program/Wisconsin State Fair, Milwaukee Conversation Leadership Corps, and the Private Sector Jobs Connection. The Earn and Learn program conducted Work Readiness training which incorporated resume development, proper application completion, interviewing skills, dress for success, and soft skill development.

WIA PROGRAM

In addition to numerous other workforce development programs operated by the Board, the WIA Program remains one of the largest programs which serves adults, youth, and dislocated workers.

3,092 number of job seekers served in WIA Program

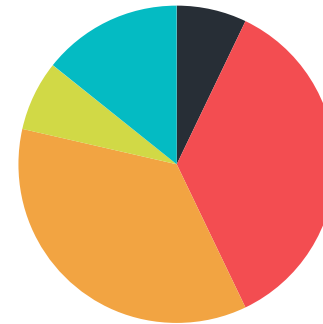
865 number of job seekers placed into employment

\$12.15 average placement wage

of job seekers served by type



PRIVATE SECTOR MEMBERS



- Healthcare
- Manufacturing, Engineering, Construction
- Professional
- Hospitality
- Communications, Marketing

- Advanced Wireless, Inc.
- Associated General Contractors of Milwaukee
- Baird Venture Partners
- Duncan Parking Technologies
- Gorman & Company
- GRAEF
- J.F.Ahern Co.
- JLM consulting Services
- Lanier Consulting
- Manpower Group
- Prism Technical Management & Marketing Services, LLC
- The Hinton Group, LLC
- The Marcus Corporation
- W2Excel, LLC

110,174 one-stop center visits

23 unique workforce development programs in operation

2,166 employer relationships

12,055+ job seekers served by programs

John Kissinger
Chair

Mayor Tom Barrett
Chief Local Elected Official

Counties Served:
Milwaukee

\$	WIA	\$ 7,398,144
	Non-WIA	\$10,934,691
		\$18,332,835

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President and CEO

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John Heyer
Chair

Dan Vrakas
Chief Local Elected Official

Counties Served:
Ozaukee
Washington
Waukesha

\$	WIA	\$2,162,094
	Non-WIA	\$2,148,159
	<hr/>	
		\$4,310,253

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03 Waukesha-Ozaukee-Washington (WOWWDB)

The WOW WDB is a private non-profit corporation dedicated to providing the highest quality, most effective workforce development services possible to the residents and businesses of Waukesha, Ozaukee, and Washington Counties. During Program Year 2012-13, the WOW WDB exceeded all 9 WIA Performance Measures.



INDUSTRY PARTNERSHIPS

Healthcare
Information Technology
Manufacturing

THE WOW FACTOR

The WOW Factor was launched to provide employers with a weekly publication that highlights 10 job seekers throughout Waukesha, Ozaukee and Washington Counties. If an employer is interested in a featured job seeker, they are instructed to contact Business Services Unit staff to obtain their resume. On average, each team member receives 3-5 requests for resumes per job seeker. The publication has been met with great success. In addition to helping job seekers land more interviews, the publication has been the conduit for hiring.

WIA PROGRAM

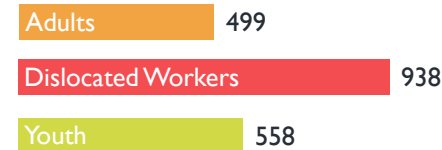
In addition to numerous other workforce development programs operated by the Board, the WIA Program remains one of the largest programs which serves adults, youth, and dislocated workers.

1,995 number of job seekers served in WIA Program

794 number of job seekers placed into employment

\$15.67 average placement wage

of job seekers served by type



PRIVATE SECTOR MEMBERS



- Healthcare
- Manufacturing
- Professional
- Printing
- Retail

- Blair's True Value Hardware
- Busch Precision, Inc.
- ContinuumHR
- EBA Printing/Ed Bristol Advertising & Printing
- Evolution Marketing, LLC
- First Federal Bank of Wisconsin
- Froedtert Health
- HUSCO International
- Johnson Level & Tool Co.
- Kettle Moraine Coatings
- Lueptow's Furniture
- Signicast
- Slinger Manufacturing Co.
- Stanek Tool Corporation
- The Tides Group, LLC
- Visionary Impressions, LLC

62,137 one-stop center visits

13 unique workforce development programs in operation

4,900 employer relationships

2,000+ job seekers served by programs

04 Fox Valley (FVWDB)

The FVWDB fosters an environment of accessible, high quality, efficient and affordable training and employment opportunities to individuals, employees, and employers. The FVWDB as an innovative leader, serves our communities by providing individuals opportunity to seek their fullest potential while affording businesses the opportunity to recruit the highest quality employees.

INDUSTRY PARTNERSHIPS

Manufacturing Alliance
Fox Valley Healthcare Alliance

JOB SEEKER SUCCESS

When Walter was laid off after 25 years in the marine industry, he was stunned. He tried unsuccessfully to find a job for almost two years and was losing hope. After learning about WIA, Walter enrolled in the Dislocated Worker program. He attended 10 weeks of classes through the Fox Valley Technical College truck driving program to learn a new career. Soon he earned a Semi Truck Driving Diploma and a Class A commercial driver's license. "With a grade point average above 3.5, I was named to the Dean's List at the young age of 62," said Walter. "Three months into my new career, I got a job transporting milk around the country."

WIA PROGRAM

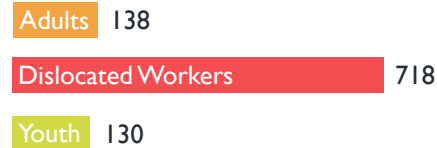
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986 number of job seekers served in WIA Program

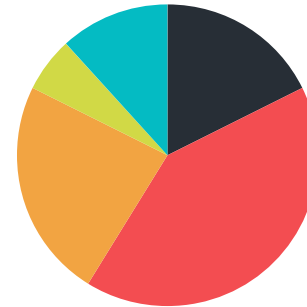
399 number of job seekers placed into employment

\$13.96 average placement wage

of job seekers served by type



PRIVATE SECTOR MEMBERS



- Healthcare
- Manufacturing
- Professional
- Utilities
- Retail

- Agnesian Health Care
- Amerequip
- AT&T
- Aurora Healthcare
- Calumet County Bank
- Card Shack
- Community Health Network
- Fused Innovation
- Lakeside Packaging Plus, Inc.
- Martenson & Eisele, Inc.
- Mayville Engineering
- Mid-States Aluminum Corp.
- Neenah Foundry
- New Hostein True Value
- Oshkosh Corporation
- Society Insurance
- Waupaca Foundry

Linda Mingus
Chair

Allen Buechel
Chief Local Elected Official

Counties Served:

- Calumet
- Fond du Lac
- Green Lake
- Waupaca
- Waushara
- Winnebago

\$	WIA	\$2,360,000
	Non-WIA	\$ 80,000
	Total	\$2,440,000

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108,130 one-stop center visits

7 unique workforce development programs in operation

160 employer relationships

1,160+ job seekers served by programs

Dr. Michael Troyer
Chair

James Barlow
Chief Local Elected Official

Counties Served:

- Brown
- Door
- Florence
- Kewaunee
- Manitowoc
- Marinette
- Menominee
- Oconto
- Outagamie
- Shawano
- Sheboygan

\$	WIA	\$5,328,363
	Non-WIA	\$5,781,468
	\$11,109,831	

James Golembeski
Executive Director

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05 Bay Area (BAWDB)

The BAWDB, consisting of selected community representatives, develops a skilled workforce by strategically allocating and coordinating resources to address community needs by working through others for the benefit of all. The vision of the BAWDB is that job skills and educational levels are increased, quality of life of all individuals is enhanced, while employers' needs are met.



INDUSTRY PARTNERSHIPS

- Advanced Manufacturing
- Healthcare
- Shipbuilding

CESA #8 TRANSPORTATION

BAWDB and CESA #8 held a panel discussion between business leaders, postsecondary educators and CESA #8 school district superintendents. The discussion centered on employer and postsecondary expectations of high school graduates. All emphasized the need for better career education and planning in K-12 schools. Superintendents stated that transportation cost is the challenge toward student attendance at career and technical education events. In response, BAWDB allocated \$5,000 to cover student bussing costs to the NWTC MindTrekkers event sponsored by Michigan Tech in April, as well as other career and technical education spring semester events.

WIA PROGRAM

In addition to numerous other workforce development programs operated by the Board, the WIA Program remains one of the largest programs which serves adults, youth, and dislocated workers.

2,535 number of job seekers served in WIA Program

602 number of job seekers placed into employment

\$15.89 average placement wage

of job seekers served by type



PRIVATE SECTOR MEMBERS



- Transportation
- Hospitality
- Manufacturing
- Other
- Professional

- | | |
|------------------------|---------------------------------|
| American Foods Group | Marinette Marine |
| Aurora Health Care | Menominee Tribal Enterprises |
| Badger Bouncers | Miller Electric |
| First Business Bank | Niagara Worldwide |
| Genex Cooperative | Paper Machine Converting Co. |
| Georgia-Pacific | RGL Transport |
| GFS Machining | Schneider National |
| Integrity | Schreiber Foods |
| Johnsonville Sausage | Shellman Rentals |
| Kelley Discount Liquor | Strategic Management Associates |
| KS Klobenschmidt US | Team Industries |
| Manitowoc Company | Thrivent |
| | Waste Management |

134,400 one-stop center visits

9 unique workforce development programs in operation

1,700 employer relationships

3,330+ job seekers served by programs

06 North Central Wisconsin (NCWWDB)

The mission of the NCWWDB is to lead the development of our regional workforce through an integrated delivery focusing on solutions, coordination and communication on workforce development issues and to be Recognized as a leader in developing, supporting and coordinating an integrated service delivery system that develops a skilled workforce for a thriving economy in our region.

INDUSTRY PARTNERSHIPS

Advanced Manufacturing
Healthcare
Information Technology
Transportation

WIA YOUTH OF THE YEAR

Jacob has come a long way since a car accident that prevented him from graduating high school and left him temporarily unable to work. In 2011, he became CNA certified and discovered his love for health care. Jacob remained determined to continue his health care education. Jacob was referred to the WIA Youth Program where Serena Adler helped him enroll in the EMT class offered at Nicolet Area Technical College. Jacob worked full-time in a warehouse while attending both his EMT class and his GED studies. In only one year, Jacob has earned his EMT diploma, received his GED, and secured a full time job which will help support his son.

WIA PROGRAM

In addition to numerous other workforce development programs operated by the Board, the WIA Program remains one of the largest programs which serves adults, youth, and dislocated workers.

1,800 number of job seekers served in WIA Program

341 number of job seekers placed into employment

\$14.25 average placement wage

of job seekers served by type



48,000 one-stop center visits

9 unique workforce development programs in operation

325 employer relationships

2,080+ job seekers served by programs



PRIVATE SECTOR MEMBERS



Transportation Utilities
Manufacturing Other
Professional

ABR Employment Services
Greenheck Fan Corp.
Karl Farms & Logging
Ministry Health Care
Oldenburg Group, Inc.
Olson Tire & Auto
Packaging Corporation of America
Pointe Precision, Inc.
Roehl Transport, Inc.
Schulfer & Associates, LLC
Sunrise Lodge
Travel Guard
Waldmann Construction, Inc.
WE Energies
Wisconsin Public Service
Zelazoski Wood Products, Inc.

Kent Olson
Chair

Tom Rudolph
Chief Local Elected Official

Counties Served:

Adams
Forest
Langlade
Lincoln
Marathon
Oneida
Portage
Vilas
Wood

\$ WIA \$6,743,623
Non-WIA \$ 359,250

\$7,102,873

Rene Daniels
Executive Director

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LeRoy Forslund
Chair

Bill Kacvinsky
Chief Local Elected Official

Counties Served:

- Ashland
- Bayfield
- Burnett
- Douglas
- Iron
- Price
- Sawyer
- Rusk
- Taylor
- Washburn

\$	WIA	\$1,811,444
	Non-WIA	\$1,934,150
		\$3,998,150

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07 Northwest Wisconsin (NWWIB)

The NWWIB is a regional body charged with oversight of the eight Wisconsin Job Centers and the employment and training programs that comprise the workforce development system in 10 counties of Northwest Wisconsin. The regional board, comprised of business leaders and workforce development professionals, is committed to creating a competitive workforce that meets the changing needs of the citizens and businesses of our area.

INDUSTRY PARTNERSHIPS

- Advanced Manufacturing
- Healthcare
- Hospitality
- Transportation

GETTING BACK TO WORK

Mary came to her local CEP Inc. office in 2011 – unemployed and seeking assistance with enrolling in the Associate Degree Accounting Program at NTC-Phillips. Through WIA she earned a Technical Diploma in December 2012. Mary continued on and earned an Associate Degree in Accounting in May 2013. A local manufacturer called the CEP office to fill a part-time Benefits & Accounting position. Mary interviewed, accepted the position at 20 hours per week and within the first month her hours increased to 31 hours per week. She is currently working on her Bachelor's Degree in Accounting.

WIA PROGRAM

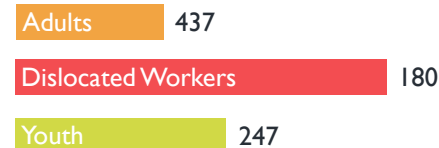
In addition to numerous other workforce development programs operated by the Board, the WIA Program remains one of the largest programs which serves adults, youth, and dislocated workers.

864 number of job seekers served in WIA Program

197 number of job seekers placed into employment

\$12.20 average placement wage

of job seekers served by type



18,315 one-stop center visits

14 unique workforce development programs in operation

2,994 employer relationships

1,100+ job seekers served by programs



PRIVATE SECTOR MEMBERS



- Healthcare
- Manufacturing
- Professional
- Services, Hospitality
- Utilities

- Aspirus Healthy System
- B. Lindgren Consulting
- Charter Films, Inc.
- D & N Development
- Field Logic
- Forslund Consultants
- Iron Co. Development Zone
- Johnson Bank
- Kehoe Enterprises / McDonalds
- Lakewoods Resort
- Memorial Health Center
- Spooner Health System
- Xcel Energy

08 West Central Wisconsin (WCWWDB)

The mission of the West Central Wisconsin Workforce Development Board is to align the needs of a diverse workforce with the needs of business for a strong, sustainable regional economy. The West Central Wisconsin Workforce Development Area stretches 150 miles, from the Mississippi and St. Croix rivers on the west to near the center of Wisconsin, and includes nine counties, 400,000 people, and 10,000 businesses.

INDUSTRY PARTNERSHIPS

Manufacturing
Healthcare
Skilled Trades/Transportation/Logistics/
Construction
Customer Service

JOB SEEKER SUCCESS

Debi, a Payroll/Accounting Specialist for 15 years, found herself a victim of company downsizing. Her lack of formal education left her struggling to regain employment. Debi sought assistance through the St. Croix Valley Job Center. With Jeff's support and WIA financial assistance Debi pursued her Accounting Associate Degree at Wisconsin Indianhead Technical College. Jeff assisted Debi with job search training and job placement during her final semester. While still enrolled, Debi was offered immediate Accounting employment at Preco Laser Machining in Somerset, WI.

WIA PROGRAM

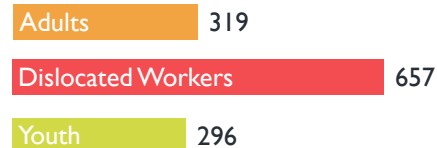
In addition to numerous other workforce development programs operated by the Board, the WIA Program remains one of the largest programs which serves adults, youth, and dislocated workers.

1,272 number of job seekers served in WIA Program

247 number of job seekers placed into employment

\$12.73 average placement wage

of job seekers served by type



PRIVATE SECTOR MEMBERS



Healthcare Finance
Manufacturing Other
Professional

- Ace Ethanol
- 3M
- Realityworks, Inc.
- OEM Fabricators, Inc.
- ConAgra Foods
- Bremer Bank
- MPC Accounting/Apple Valley Restaurant
- Malick Law Firm
- Manpower
- Spring Valley Senior Living & Healthcare
- Baldwin Medical Center
- St. Croix Falls Regional Medical Center
- Walmart Distribution Center
- Xcel Energy
- United Association Local 434

60,000 one-stop center visits

35 unique workforce development programs in operation

3,000 employer relationships

2,070+ job seekers served by programs

Timm Boettcher
Chair

Colleen Bates
Chief Local Elected Official

Counties Served:

- Barron
- Chippewa
- Clark
- Dunn
- Eau Claire
- Pepin
- Pierce
- Polk
- St. Croix

\$	WIA	\$3,731,450
	Non-WIA	\$2,168,100
		\$5,899,550

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Jodi Roesler
Chair

Jim Ehrsam
Chief Local Elected Official

Counties Served:

- Buffalo
- Crawford
- Jackson
- Juneau
- La Crosse
- Monroe
- Trempealeau
- Vernon

\$	WIA	\$1,405,907
	Non-WIA	\$1,070,708
	<hr/>	
		\$2,476,615

Beth Sullivan
Manager

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09 Western Wisconsin (WWWDB)

The Western Wisconsin Workforce Development Board is a collaborative, interactive and coordinated network of training resources and support services, that is providing and retaining a well skilled labor force for employers in western Wisconsin

INDUSTRY PARTNERSHIPS

Equipment and Metal Manufacturing Association
Food Resource and Agribusiness Network
Coulee Region Long Term Health Care Coalition

JOBS FOR AMERICA

Sophia was in high school and not sure about plans after graduation. She heard about the Jobs for America's Graduates program offered by Forward Service Corporation, and sought assistance. The JAG Career Specialist and Sophia worked together to set goals and explore options after high school. She stated, "It helped knowing that the JAG program cared whether or not I graduated. It was a motivation to not let the program down." Sophia did not let the program down. Sophia graduated with the Class of 2013, and is now planning to complete an undergraduate program at the University of Wisconsin La Crosse.

WIA PROGRAM

In addition to numerous other workforce development programs operated by the Board, the WIA Program remains one of the largest programs which serves adults, youth, and dislocated workers.

415 number of job seekers served in WIA Program

340 number of job seekers placed into employment

\$14.29 average placement wage

of job seekers served by type



38,816 one-stop center visits

10 unique workforce development programs in operation

471 employer relationships

590+ job seekers served by programs



PRIVATE SECTOR MEMBERS



- Healthcare
- Utilities
- Manufacturing
- Other
- Professional

- Century Tel
- Co-op Credit Union
- Dairyland Power
- Grounded Specialty Coffee
- Gundersen Health System
- Hillview Health Care Center
- J.F. Brennan
- Manpower
- Mediation/Arbitration Services
- River Valley Newspapers
- Schams Financial Services

10 South Central Wisconsin (WDBSCW)

The WDBSCW's mission is to build public and private partnerships that support innovation and excellence in workforce development. We dedicate time, talent and financial resources on: collaboration, flexibility, innovation, regionalism, customer focus, fiscal integrity, and valuing people. We are recognized for our ability to anticipate needs and forge partnerships to address those needs directly.

INDUSTRY PARTNERSHIPS

Agriculture
Biotechnology
Construction Trades
Health Care
Manufacturing

MEETING BIOTECH NEEDS

Nine students received completion certificates for the Laboratory Animal Technician Program (LATTP) at Madison College's Truax Campus. LATTP is a 10-week training that aims to prepare participants for federally recognized apprenticeship program and/or for employment as a Lab Animal Technician. The training offers participants technical college-level training in both classroom and lab settings with additional program tracks for apprenticeships and industry certifications. The program was developed in partnership with the WDBSCW, Madison College and area biotechnology companies.

WIA PROGRAM

In addition to numerous other workforce development programs operated by the Board, the WIA Program remains one of the largest programs which serves adults, youth, and dislocated workers.

2,196 number of job seekers served in WIA Program

662 number of job seekers placed into employment

\$13.53 average placement wage

of job seekers served by type



96,517 one-stop center visits

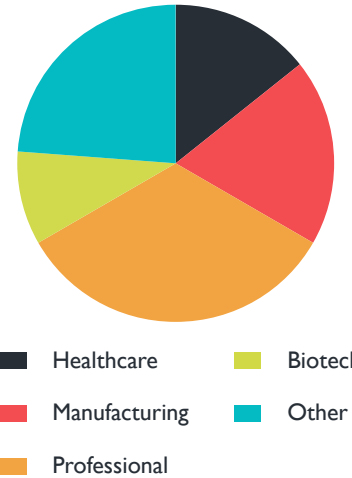
6 unique workforce development programs in operation

285 employer relationships

2,530+ job seekers served by programs



PRIVATE SECTOR MEMBERS



- | | |
|------------------------------------|--|
| American Family Insurance | Area Business Development |
| Anteco Pharm | John Deere |
| Association of General Contractors | Labor Brothers LLC |
| Badgerland Financial | Madison Gas and Electric |
| BioForward | Marshland Pharmacy |
| Brakebush Brothers | QTI Group |
| Charter Communications | TJ Support Brokerage Firm |
| Dettinger LLC | TW Design and Manufacturing LLC |
| Downtown Madison Inc | Vierbicher Associates |
| Elsing Oil Company | University of Wisconsin Hospital and Clinics |
| Formost Building Jefferson | |

Janice Bultema
Chair

Russel Kottke
Chief Local Elected Official

Counties Served:

Columbia
Dane
Dodge
Jefferson
Marquette
Sauk

\$	WIA	\$3,172,554
	Non-WIA	\$2,252,353
	\$5,424,907	

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Scott Stocker
Chair

Art Carter
Chief Local Elected Official

Counties Served:

- Grant
- Green
- Iowa
- Lafayette
- Richland
- Rock

\$	WIA	\$1,759,504
	Non-WIA	\$3,209,604
	<hr/>	
		\$4,969,108

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Southwest Wisconsin (SWWDB)

The Southwest Wisconsin Workforce Development Board's (SWWDB) mission is to build a workforce development system through partnerships that is responsive to local business needs and promotes regional economic development. The SWWDB's vision is innovative leadership to develop and sustain a quality workforce for today and the future.



INDUSTRY PARTNERSHIPS

- Healthcare
- Food Processing
- Manufacturing
- Transportation / Logistics

SUCCESS AFTER DISLOCATION

Working as a corporate executive in accounting and finance for 34 years, Sandra, age 56, was laid off due to the financial crisis. She was overqualified for many jobs, but without a degree was under-qualified for others. She went through the re-educational process, all the time fighting the most serious and aggressive form of breast cancer. Despite almost a year of intense chemotherapy, a double mastectomy, and a seven-week period of daily radiation treatments, all while attending school at UW-Whitewater, she completed her bachelor's degree in August with a 4.0 GPA. "I can't say enough about the WIA program and those at the Job Center" Sandy said.

WIA PROGRAM

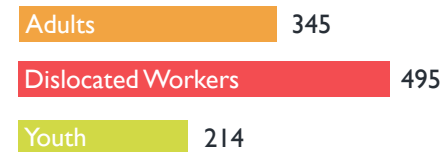
In addition to numerous other workforce development programs operated by the Board, the WIA Program remains one of the largest programs which serves adults, youth, and dislocated workers.

1,054 number of job seekers served in WIA Program

513 number of job seekers placed into employment

\$14.53 average placement wage

of job seekers served by type



PRIVATE SECTOR MEMBERS



- Healthcare
- Manufacturing
- Professional
- Agriculture
- Other

- Advanced Computer Systems
- Alliant Energy
- Cummins Emissions Solutions
- Edelweiss Chalet Country Club
- FP Investments
- Hodan Center
- J.P. Cullen & Sons
- Johnson Insurance
- Lands' End
- Loudspeaker Components LLC
- Manpower
- Mark Master's Farms, Inc.
- Mercy Health System Corporation
- Murphy Desmond S.C.
- Orchid International
- Schmitt Woodland Hills
- Shullsburg Creamery and Brewster Cafe
- Thomas Electric & Design
- Upland Hills Health
- Wisconsin Bank and Trust - Monroe

149,108 one-stop center visits

11 unique workforce development programs in operation

53 employer relationships

3,660+ job seekers served by programs

WWDA'S NEW EXECUTIVE DIRECTOR

By Brian Vigue, Executive Director of the WWDA

As I approach the one-year mark of serving as Executive Director of the WWDA, it becomes clearer every day what an important time it is for workforce development. The Great Recession had a devastating effect on employment rates and worker wages nationwide, and Wisconsin was no exception. Wisconsin's 11 regional Workforce Development Boards, made up of local leadership from both the public and private sectors, mobilized to address the needs of the thousands of newly unemployed. By working with local businesses to identify their workforce needs, working with job seekers to identify and hone their skills to meet those needs, and leveraging funding for training, Wisconsin's workforce system greatly lessened the negative impact on both our employers and workers.

It's an important time for workforce development because, with the economy now recovering, our efforts going forward must reflect that change. Businesses hiring again after years of dealing with a slow economy now

need workers with the skills to handle new equipment and technologies. Job seekers, particularly the long-term unemployed, need the services our workforce system provides to upgrade their skills, or help them acquire new skills to move them into an entirely new career field. Industries need to collaborate with various partners in the public and private sectors to determine



Brian Vigue

what the future holds for them on both the regional and statewide levels, and the workforce system has long had experience in bringing these parties together to do just that. Lastly, it's an important time in Wisconsin for workforce development because of the widespread agreement, from local and regional elected officials all the way up to the Legislature, Governor and Congressional delegation, that workforce development

is huge priority with solutions that transcend partisan politics. Wisconsin's 11 workforce boards have always, and will continue to serve as, an invaluable resource to policymakers regardless of political affiliation.

There's still much to do, and I'm proud of our workforce system's accomplishments and eagerly look forward to taking on the workforce challenges that 2014 will present.

LOOKING FORWARD

A Message from our Current Executive Committee Chair

By Pat Schramm, WWDA Executive Committee Chair, Director of WDBSCW

It's a very interesting time for workforce issues in Wisconsin. Businesses, economic development professionals, educators and government officials at all levels are recognizing the need for a concerted effort to develop a highly skilled workforce in Wisconsin. The State of Wisconsin is beginning to invest state funding to help businesses to train their workers. The state's workforce boards are working closely with the Department of Workforce Development and the Governor's Council on Workforce Investment to more closely align our overall efforts to make Wisconsin's workforce the best in the nation.

I was recently honored to be selected as chair of the WWDA's Executive Committee, comprised of the 11 Executive Directors of Wisconsin's Workforce Development Boards. Given the renewed focus on workforce development among policymakers in Wisconsin, the WWDA is in a prime position to utilize the expertise gained from decades of work with businesses

and job seekers to help revitalize and prioritize our state's workforce programs. As the Executive Director of the Workforce Development Board of South Central Wisconsin, I've worked to make my organization a one-stop workforce development connection for businesses, workers and leaders in our region. It's this ability to build bridges and forge partnerships that strengthen



Pat Schramm

our workforce system that I look forward to bringing statewide through the WWDA.

Over the next year, I hope to work closely with all the members of the WWDA Board of Directors to strengthen our Association through building upon existing relationships and forging new ones with all sectors of the workforce system, both public and private. Workforce issues are at the forefront of discussions about our

state's economy these days, and the WWDA can be an invaluable part of that conversation.




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