

WISCONSIN



DWD

Department of Workforce Development

Wisconsin Fast Forward Program Overview

March 2015



Shelly Harkins

Office of Skills Development – Program Outreach



Presentation Overview:

- Standard Wisconsin Fast Forward
- Wisconsin Fast Forward Blueprint for Prosperity
- Additional Opportunities for Business:
Skill Explorer · Job Center of Wisconsin · Wisconsin Youth Apprenticeship · Apprenticeship
- Questions

Standard WFF Act 9 Summary



➔ SKILLED WORKERS. SMART BUSINESS. **STRONG WISCONSIN.**

Bipartisan legislation signed into law March 2013



- Funding to create an expanded Labor Market Information System (LMIS) – New Job Center of Wisconsin
- Funding for \$15 million in worker training grants for businesses
- Created the Office of Skills Development

Office of Skills Development



➔ SKILLED WORKERS. SMART BUSINESS. **STRONG WISCONSIN.**

- Focuses on skill research/requirements and business training needs (not individual job seeker needs)
- Manages Wisconsin Fast Forward Worker Training Grant program
- Facilitates targeted workforce collaborations
- Connects education and workforce networks around the state to develop solutions for demand driven training needs

Demand Driven Training



➔ SKILLED WORKERS. SMART BUSINESS. **STRONG WISCONSIN.**

- Responds to **employer demand** for skilled workers based upon demonstrated labor market needs
- Wisconsin employers drive development and delivery of **training programs** to meet current or near-future skilled workforce needs

Eligible Project



➔ SKILLED WORKERS. SMART BUSINESS. **STRONG WISCONSIN.**

- Demonstrate employer demand for skills that are **supported by local labor market information**
- WFF funds should serve to:
 - Increase the number of new jobs
 - Reduce layoffs
 - Increase local/regional skill based workforce
- Stated intent to:
 - Hire successful trainees (employed or unemployed); and/or
 - Provide a new job or better job opportunity for underemployed trainees; and/or
 - Give incumbent workers a wage increase

Standard WFF Process



➔ SKILLED WORKERS. SMART BUSINESS. **STRONG WISCONSIN.**

- Grant Program Announcements (GPAs)
 - GPAs focused on occupational areas supported by labor market data and workforce demands of WI businesses
- Set application period with specified deadline
- Competitive rounds of funding
- Review/scoring by OSD/Evaluation Committee
- Applicant presentation to OSD/Evaluation Committee
- OSD recommendations to DWD Leadership
- Intent to Award sent no later than 60 days from deadline
- Applicant enters into contract with OSD/DWD

Standard WFF Investments to Date



➔ SKILLED WORKERS. SMART BUSINESS. **STRONG WISCONSIN.**

Program*	GPA's	Applicant Requested	Intent to Award	Intent to Award No. of Trainees	Intent to Award Estimated No. of Businesses
Round 1: Feb 2014	\$2,700,000	\$4,071,700	\$2,604,943	2,244	81
Round 2: May 2014	\$7,500,000	\$5,622,313	\$3,429,005	4,716	109
Round 3: Nov-Dec 2014	\$8,000,000	\$11,048,041	\$6,472,005	6,826	113
TOTAL	\$ 18,200,000	\$20,742,054	\$12,505,953	13,786	303

* Round 4: 2015 schedule to be determined.

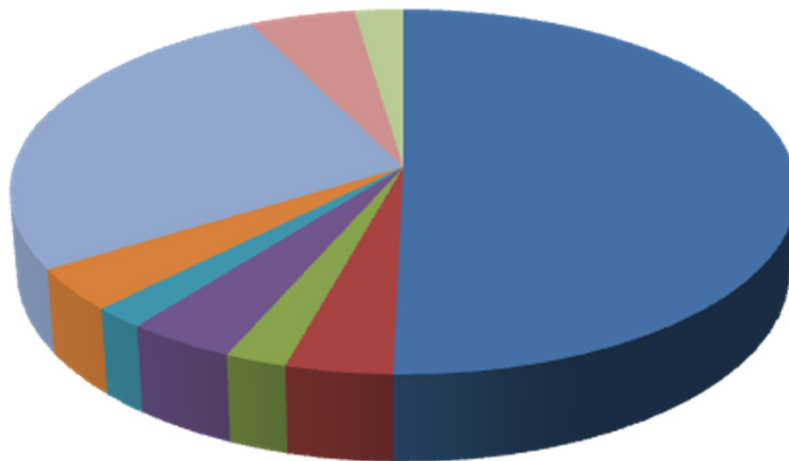


Standard WFF Occupational Areas



➔ SKILLED WORKERS. SMART BUSINESS. **STRONG WISCONSIN.**

Intent to Award Trainees (13,786)



■ Manufacturing	6,942
■ Construction	538
■ Small Business	311
■ Customer Service Rep	544
■ Financial Services	261
■ Information Technologies	520
■ Healthcare	3,676
■ Transport	680
■ Agriculture	314

Types of Applicants



➔ SKILLED WORKERS. SMART BUSINESS. **STRONG WISCONSIN.**

One Business

- Business writes grant application
- Manages training project
- Administers grant
- Reports on outcomes

Business and Partner(s)

- Partner(s) may write grant application
- Manage training project
- Administer grant
- Report on outcomes

Consortium of Businesses

- Lead business writes grant application
- Manages training project
- Administers grant
- Reports on outcomes

Consortium of Businesses and Partner(s)

- Partner may write grant application
- Manage training project
- Administer grant
- Report on outcomes

Application Requirements



➔ SKILLED WORKERS. SMART BUSINESS. **STRONG WISCONSIN.**

Application must include ***one or more businesses*** that:

- Show a demand for workers with skills that can be developed with short-medium term training
- Provide a written commitment to hire trainees and/or raise wages of incumbent workers
- Have a presence in Wisconsin and will train workers employed by the Wisconsin location

Training Requirements



➔ SKILLED WORKERS. SMART BUSINESS. **STRONG WISCONSIN.**

- Short to Medium Term Training:
 - Less than 1-year to complete training course
 - Can consist of multiple training modules
 - 2-year maximum duration for overall training project
- Does not replace existing, routine operational training
- Solves a documented skills need not addressed through an existing education or training program
- Is repeatable, portable and scalable
- Enhances the sustainability/growth of the business and workforce
- Provides opportunities for trainee income and career growth

Eligible Training Project Costs



➔ SKILLED WORKERS. SMART BUSINESS. **STRONG WISCONSIN.**

- **Grants of up to \$400,000 per calendar year / \$5,000 minimum**
- **Match required :**
 - Cash or In kind, Employee wages are eligible
- **Eligible training project costs:**
 - Curriculum development
 - Instruction
 - Instructional materials
 - Instructional supplies /operating expenses
 - Facility rental
 - Consultant/Contractual
 - Travel/Meals/Lodging (instructor only)
 - Administrative costs (up to 5% of total project budget)



Ineligible Training Project Costs



➔ SKILLED WORKERS. SMART BUSINESS. **STRONG WISCONSIN.**

- K–12 traditional education programs
- Tuition
- Purchase of Real Estate
- Construction or remodeling expenses
- Trainee travel/meals/lodging costs to, during, and from training
- Purchase of Capital Equipment

Goals, Outcomes, Reporting



➔ SKILLED WORKERS. SMART BUSINESS. **STRONG WISCONSIN.**

- Metrics:
 - Placements proposed in application versus actual
 - Number of Unemployed/Underemployed trainees to gain new employment (Act 9)
 - Wage increases for incumbent workers (Act 9)
 - New hires (Act 9)
- How measure?
 - Pre- and Post-training Trainee Reports
- Reporting
 - Disbursement updates, quarterly and final project reports
 - All awards \$250,000 or more will require independent audit
 - All awards may be subject to a DWD Project Audit

Application Process



➔ SKILLED WORKERS. SMART BUSINESS. **STRONG WISCONSIN.**

Must Submit Application Online at:

WisconsinFastForward.com

Online application not currently available

- Will need to pre-register, register early (24 hours)
- Application training webinar: TBD
- Download or print helpful online tools:
 - Project Planning
 - Online Application Instructions
 - Budget Guidelines

Blueprint for Prosperity Investments



➔ SKILLED WORKERS. SMART BUSINESS. **STRONG WISCONSIN.**

“Blueprint for Prosperity” initiative
signed into law by Governor Walker in March 2014

Program	GPA's	Applicant Requested	Intent to Award	Intent to Award Trainee #s
High School Pupil Round 1: <i>May 2014</i>	\$1,500,000	\$3,209,450	\$2,125,939	949
High School Pupil Round 2: <i>March 2015</i>	\$3,000,000	TBA	TBA	TBA
Tech College Wait List Reduction: <i>July 2014</i>	\$31,000,000	\$38,696,551	\$28,021,052	4,908
Training Workers with Disabilities: <i>Nov 2014</i>	\$1,000,000	\$1,189,112	\$622,340	210
TOTALS	\$36,500,000	\$43,115,113	\$30,769,331	6,077

Award Summaries



➔ SKILLED WORKERS. SMART BUSINESS. **STRONG WISCONSIN.**

Find program information at:

[WisconsinFastForward.com](http://wisconsinfastforward.com)

**View Intent to Award Summaries under
“Reports and Resources”:**

<http://wisconsinfastforward.com/reports.htm>





Additional Opportunities for Businesses

Skill Explorer

Job Center of Wisconsin

Wisconsin Youth Apprenticeship

Apprenticeship



Opportunities for Businesses



➔ SKILLED WORKERS. SMART BUSINESS. **STRONG WISCONSIN.**

Skill Explorer / Job Center of Wisconsin / LMIS Emphasis on Skills vs. Job Titles

- Job seeker, employer and DWD staff enhancements
- Expanding the view into Wisconsin's job openings and talent pool.
- Skill matching unemployed, underemployed, incumbent and re-entry workers to job openings that match their qualifications or direct them to training opportunities that will assist with achieving desired employment goals.

Opportunities for Businesses



➔ SKILLED WORKERS. SMART BUSINESS. **STRONG WISCONSIN.**

Job Center of Wisconsin

- Wisconsin-centered employment exchange operated by DWD
- Links employers throughout the state and in communities that border Wisconsin with anyone looking for a job
- Available at no-cost to both employers and job seekers 24-hours a day.



www.JobCenterofWisconsin.com

Opportunities for Businesses



➔ SKILLED WORKERS. SMART BUSINESS. **STRONG WISCONSIN.**

Wisconsin Youth Apprenticeship

- Statewide **School-to-Work** initiative for high school students
- Hands-on, mentored, work-based learning and classroom instruction
- One or two years training in approved career clusters

Career Clusters Available:

Agriculture, Food & Natural Resources | Architecture & Construction |
Art, A/V Technology & Communications | Finance Health Science |
Hospitality & Tourism | Information Technology | Manufacturing |
Science, Technology, Engineering & Mathematics (STEM) |
Transportation, Distribution & Logistics

<http://www.dwd.wisconsin.gov/youthapprenticeship/>



Opportunities for Businesses



➔ SKILLED WORKERS. SMART BUSINESS. **STRONG WISCONSIN.**

Apprenticeship

- Employer sponsored flexible, industry-driven training
- Opportunity to formally train employees in a structured method to capture expertise of experienced, skilled employees
- Train in employer's facility, on their equipment, with their customers, to fit their particular needs
- Training & promotion path for unskilled employees
- Employee wage is equivalent to skill level

<http://www.dwd.wisconsin.gov/apprenticeship/>



Thank You!

Shelly Harkins

Shelly.Harkins@dwd.wisconsin.gov

608.218.0783

<http://dwd.wisconsin.gov>

www.WisconsinFastForward.com

