

# Millennial Barriers for Minority Populations Entering the Workforce

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The ever increasing move to technology across industries creates challenges in that you need fundamental tech skills to work at even entry level jobs.

**The Digital Divide – The Digital Divide is an issue for people who do not have computers in their homes.**

- TechHire
- BankWork\$



# TechHire

- The TechHire program, funded by the U.S. Department of Labor, provides accelerated, hands-on, Information Technology training at no cost to participants.
- **Over four years, the program will recruit, train, and place 200 individuals in Information Technology jobs.**
- TechHire's training has been customized to prepare individuals for careers in occupations such as computer systems analysts, web developers, applications software developers, systems software developers, and computer user support specialists.
- Employ Milwaukee has partnered with the Housing Authority of the City of Milwaukee (HACM) to host training at the Milwaukee TechForce Training Center, 1916 N. 4th Street.
- The Milwaukee Area Technical College and Department of Workforce Development provide instruction and job placement services.

***TechHire graduating class 10/5/2018***



# BANKWORK\$®

- BankWork\$® is partnering with Employ Milwaukee to expand its eight-week free training program to Milwaukee.
- BankWork\$® is a public-private partnership that primarily trains participants from underserved neighborhoods for careers in retail banking.
- The eight-week course equips graduates with hard and soft skills, common among financial industry employers, to become qualified for in-demand jobs at local retail bank branches.
- The program has a 70% placement rate and 82% of graduates placed in jobs in the financial services industry remain employed six months after graduation.
- The program is currently operating in Atlanta, Chicago, Dallas, Denver, Houston, Los Angeles, Philadelphia, Phoenix, Portland, San Francisco, Seattle, and Tacoma, Washington.

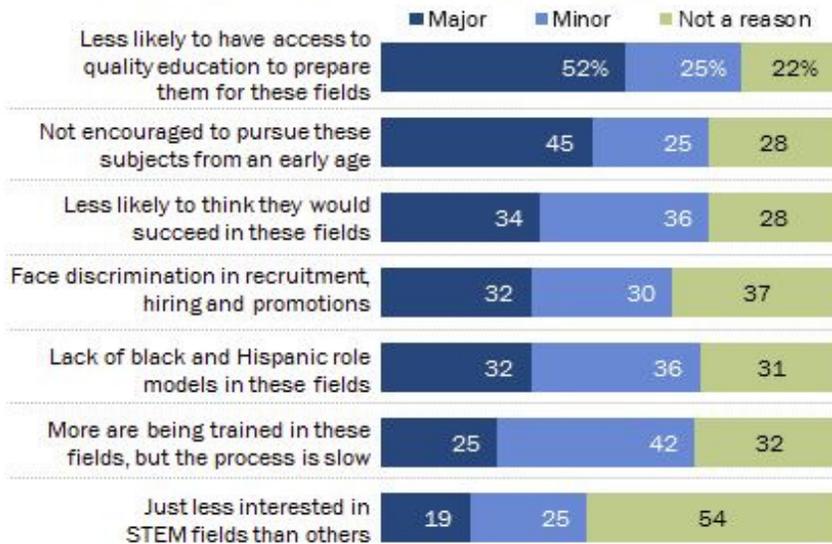
## ***BankWork\$® launch with industry representatives 10/25/18***



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*% of those in science, technology, engineering and math jobs who say each of the following is a major, a minor or not a reason why there are not more blacks and Hispanics working in STEM jobs in this country*



Note: Respondents who did not give an answer are not shown.  
 Source: Survey of U.S. adults conducted July 11-Aug. 10, 2017.  
 "Women and Men in STEM Often at Odds Over Workplace Equity"

PEW RESEARCH CENTER



There is a lack of networks among minority populations providing support when entering the workforce, as well as socio-economic issues that prevent young people from becoming upwardly mobile.

- Mentorship is key
- Milwaukee Fatherhood Initiative



# Milwaukee Fatherhood Initiative

- Mayor Tom Barrett established the Milwaukee Fatherhood Initiative in 2005, citing the need to combat fatherlessness, poor graduation rates for African American Boys, and increased juvenile delinquency referrals for boys of color.
- The issues and challenges boys and men of color face are vast, issues involving the marginalization and stigmatization of boys and men of color, both economically and educationally often leading to boys of color becoming at higher risk for criminal seduction and attraction.
- Along with Adverse Childhood Experiences which often results in permanent traumatic identification for boys and men of color, evidenced by delayed psychosocial development, hyper-masculinity, and multi-generational poverty.
- Given these challenges and circumstances, Mayor Barrett recognized the ills of fatherlessness are far larger than one man, no matter how committed or dynamic the personality, could shoulder.
- Therefore the Mayor enlisted the help of community fathers and invested stakeholders to staff the MFI. The MFI is a unique opportunity to implement a comprehensive strategic approach to support fatherhood and family restoration efforts at a new level.
- The MFI is an inter-organizational strategy designed to build a sense of collaborative empowerment. It also serves a social action strategy that demonstrates the use of collective action to strengthen the community's response to issues confronting fathers.



# Connecting Our Future Workforce

We need to continuously connect our future workforce with opportunities to gain industry credentials.

- **WIOA Youth (Workforce Innovation and Opportunity Act)**

The WIOA Youth program provides high quality services to youth and young adults beginning with career exploration and guidance, continued support for educational attainment, opportunities for skills training for in-demand industries and occupations. Culminating with a good job along a career pathway or enrollment in post-secondary education.

- **Career Plus**

Focuses on planning for and supporting career pathways as well as employing a variety of strategies to connect students in Milwaukee County high schools to the world of work.

- This program features Career Planners in high schools, we are in the process of doubling our current Career Planners from 5 to 10.



# Connecting Our Future Workforce

- **Youth Apprenticeship**

The Department of Workforce Development (DWD) Youth Apprenticeship program is a work-based learning experience available to high school juniors and seniors.

- Employ Milwaukee receives support from DWD to lead the Milwaukee County Career Plus Youth Apprenticeship Consortium, comprised of employers, educators, and industry professionals who coordinate youth apprenticeship placements and employer recruitment in the West Allis-West Milwaukee, Brown Deer, Wauwatosa, and Nicolet Unified School Districts.

- **Mayor Barrett's Earn & Learn Summer Youth Employment**

Provides young adults with specialized, entry-level, six-to-eight week paid work experience. Participants earn a subsidized wage for a maximum of 20 hours each week while gaining valuable skills and experience.



# Did You Know?

Although workforce development boards are known for serving the most disadvantaged and vulnerable populations, did you know that Employ Milwaukee also serves working professionals and other educated, experienced, and skilled individuals? In fact, 29% of the individuals served by Employ Milwaukee in the last program year had at least a high school diploma and 11% had post-secondary education, including Bachelor's and Master's degrees. Some examples of individuals served include:

- Skilled veterans and their spouses transitioning to civilian jobs who may need assistance in identifying and documenting transferable skills.
- Current professionals seeking up-skilling opportunities or looking to change careers.
- An individual who is laid off after 20 years of work and has the experience, but not the credentials, to qualify for a new job.

- A college-educated parent seeking to return to the workforce after the children have grown.
- Entrepreneurs and self-employed individuals looking to gain the knowledge/skills necessary to build a successful business of their own.
- Recent high school graduates interested in earning money right away through short-term occupational skill training or Registered Apprenticeship.

Since the health of Milwaukee's regional economy is dependent on a continuous supply of educated, highly skilled workers, Employ Milwaukee's portfolio of programs and services has been developed to help a wide variety of individuals gain the necessary skills to keep up with a demanding and changing job market.

– **TEAM EMPLOY MILWAUKEE**



# Overcoming Millennial Barriers for Minority Populations Entering the Workforce

Employ Milwaukee oversees the 4 American Job Centers in Milwaukee County from our headquarters at 2342 N. 27<sup>th</sup> Street in Milwaukee.

- Job Center Central (MAXIMUS): Comprehensive Location
- Southeast Wisconsin Job Center (YWCA): Affiliate
- Milwaukee Walker's Square Job Center (America Works): Affiliate
- Milwaukee Southeast Job Center (UMOS): Affiliate

Our Mobile Workforce Connections Initiative meets people in their communities and helps them connect to the workforce system.

Learn more at [employmilwaukee.org](http://employmilwaukee.org)

