

# Employment and Training Association – 2015 Annual Report

**Employment and Training Association**  
**1819 Aberg Avenue**  
**Madison, WI 53704**  
**(608) 242-7402**  
**www.eata.org**

Since 1966, the Employment and Training Association (EATA) has helped thousands of South Central Wisconsin residents obtain the training, skills and experience they need to be gainfully employed and self-sufficient in our community. EATA operates several employment focused programs that serve a wide spectrum of our community including businesses, dislocated workers, low income adults and youth, individuals re-entering communities after incarceration, non-custodial parents, individuals who are homeless, veterans and individuals with disabilities.

**Our vision:** To promote self-sufficiency through employment and training.

**Our mission:** The Employment and Training Association is committed to providing employment and training services in a way that preserves personal dignity, considers individual needs and differences, and supports individuals and their families.

## **EATA Board of Directors:**

President:	Karl Hacker
Vice President:	Jim Erlenborn
Treasurer:	Todd Holman
Members at Large:	Bob Esser
	Lisa Gitz
	Mike Bruce
	Pat Simms

## **EATA Key Management Staff:**

Executive Director:	Jonathan Danforth
Fiscal Coordinator:	William Juelich
Training & Program Development Coordinator:	Julie Enloe

## **EATA Key Funding Sources:**

Workforce Development Board of South Central Wisconsin  
Dane County Department of Human Services  
State of Wisconsin – Division of Vocational Rehabilitation  
Madison-Area Urban Ministries  
City of Madison  
EATA Unrestricted Funds

## **2015 Contracts and Programming:**

**Workforce Investment Act (WIA)/ Workforce Innovation and Opportunities Act (WIOA) or WorkSmart:** The Employment and Training Association contracts to provide WIOA services as a member of the WorkSmart Network, a team of Employment and Training professionals helping businesses develop strategies to meet their hiring needs and assisting job seekers in obtaining the work related skills and experience they need to meet industry needs throughout the region.

EATA staff provide a variety of services to the business community including:

- Candidate skills matching services
- On-site recruitment and job fairs
- On-the-Job Training activities
- Development of employer-based skills training programs

The job seekers served by Employment Specialists include dislocated workers, low income adults, and low income youth residing in our region. In each of these categories, our staff offer services that include:

- Career assessment, advising and development
- Job skills assessment and development
- Access to training resources, funding and supports
- Job seeking, job placement and retention services
- Basic skills evaluation, improvement and development

Contact Name and Number for Program: WorkSmart Reception (608) 288-2459

**Division of Vocational Rehabilitation – Vendor:** EATA is an approved vendor that provides a wide variety of contracted services to DVR consumers in the South Central Wisconsin Workforce Development Area including:

- Employment Readiness Assessments
- Occupational Skills Training
- Job Development
- Internships/Temporary Work
- Job Coaching
- Job Placement Services

Contact Name and Number for Program: Julie Enloe (608) 242-7482

**Children First Program:** EATA contracts with Dane County Human Services to provide employment and training services to non-custodial parents. Services provided include, but are not limited to:

- Basic Job Seeking Skills Information and Training
- Assistance with the Completion of Resumes, Cover Letters, Job Applications, etc.
- Job Development and Job Placement Services
- Classroom Instruction including Fatherhood and Parenting
- Transportation and Supportive Services

- Referrals to other Programming and Services

Contact Name and Number for Program: Stacy Rogers (608) 242-4555

**Re-Entry Programming:** EATA sub-contracts with Madison-Area Urban Ministries through a FoodShare Employment and Training match program to serve individuals re-entering the community and local workforce after incarceration. Services provided include:

- Career Exploration Process (including the usage of interest inventories, skill identification activities, simulated work environments, work style identification/and skill acquisition role playing exercises).
- Assistance with Resumes, Cover Letters, Job Application Completion, etc.
- Troubleshoot Strategies to Overcome Arrest or Conviction Employment Barriers (educate customers in legal rights, facilitate “soft skills” acquisition for the work place, advise customers on how to handle difficult interview questions).
- Provide Job Development and Job Placement Assistance (specifically with employers and in occupations that offer the best opportunities and growth; partner with unions, establish labor niche programs for special industry recruitment and training).
- Create Employer Partnerships (encourage hiring ex-convicts by emphasizing incentive programs; bonding program opportunities, tax credits, training, and providing ongoing job retention services).
- Provide Transportation and Supportive Services.

Contact Name and Number for Program: William Stahl (608) 242-7431

**Building Opportunities through Occupational Skills Training (BOOST):** BOOST is an FSET match program providing occupational skills, employment search and job retention services to Madison’s homeless who are eligible for FoodShare through a partnership and funding from the City of Madison. Services include but are not limited to:

- Employability Assessments and Career Exploration
- Job Development and Job Placement Services
- Referrals to Employer Based Occupational Skills Training Opportunities Presently Available
- Assistance with the Creation of Resumes, Cover Letters, Application Completion
- Soft Skills Training Opportunities
- Assistance with Transportation and Supportive Services
- Referrals to Housing Resources available in the Community
- Computer Assistance

Contact Name and Number for Program: Patricia Digman (608) 242-4543

**Deferred Prosecution (First Offenders Program):** This FSET match program focuses on providing services to individuals receiving FoodShare involved in Dane County’s Deferred Prosecution Program with multiple barriers to employment. Programming includes but is not limited to:

- Skills Assessment and Interest Inventory
- Job Placement and Job Development
- Resume, Cover Letter and Job Application Assistance

- Basic Job Seeking Skills Instruction including Mock-Interviewing, Addressing Tough Interview Questions, etc.
- Time Management (balancing treatment, counseling, employment, restitution and other court ordered responsibilities)
- Job Retention Services
- Transportation and Supportive Services
- Referrals to other Employment and Training Programming and Services

Contact Name and Number for Program: Patricia Digman (608) 242-4543

**Windows to Work:** Windows to Work (W2W) provides re-entry tools, support and career coaching services to incarcerated individuals beginning 3-9 months prior to release and for approximately one year post-release. While the Workforce Development Boards manage the program throughout the state, EATA administers the W2W program at Oakhill Correctional Institution and serves individuals releasing to Columbia, Dane Dodge, Green, Iowa, Jefferson, Marquette, Rock, and Sauk counties. Interested individuals must enroll while in Oakhill Correctional Institution. This program is designed to address individuals' criminogenic needs that can lead to recidivism, including: employment, education, anti-social cognition, anti-social personality and anti-social companions. The program goals are to reduce recidivism for participants after their release from incarceration, increase employment placement opportunities, increase lengths of employment retention and increase wages. Services include, but are not limited to:

- Cognitive Intervention
- General Work Skills and Expectations
- Community Resources
- Assistance with Job Seeking and accessing Job Training programs
- Assistance with applications and resumes
- Retention services
- Supportive Services

For more information about the program, please contact Julie Larson, Windows to Work Coach at (608) 242-7414

**Other FSET 50/50 Programming:**

- Operation Fresh Start
  - Traditional High School Graduates Transition Training
  - Pathways Transition Training
  - Transition and Retention Support
- YWCA
  - YWeb Career Academy
  - Construct-U
  - Driving Customer Service
- Wisconsin Regional Training Partnerships (WRTP)/Big Step
  - Dane County Construction Skills Connect
- Central Wisconsin Community Action Council
  - Business Development Assistance Program

- Common Wealth Development
  - Southwest Partnership Collaborative Operations Program
- Hope Haven
  - In Patient Employment and Training Program

EATA 50/50 Responsibilities:

- Eligibility Determination
- Program Enrollment/Orientation
- Employability Plan Development
- Participation Tracking and Evaluation
- Employment Verification and Entry
- Documentation of Successful Participation Outcomes

Additional Responsibilities:

- Employment Search Assistance and Tracking
- Program Recruitment
- Assistance with Workshops/Curriculum

For more information about the program, please contact Jon Danforth at (608) 242-7527

**Highlights/Program Accomplishments for 2015:**

**WIA/WIOA** – EATA staff successfully provided employment and training services to over 1,200 program participants in our region. In addition we met or exceeded performance standards for all of our Dislocated Worker and Adult Programming.

**DVR** – EATA is an established vendor with the State of Wisconsin Division of Vocational Rehabilitation and provides services to DVR consumers throughout the South Central Wisconsin Region. In 2015 we served 97 consumers.

**Children First Program** – This program has been instrumental in assisting non-custodial parents attach to employment and meet their child support obligations. There were 243 new referrals for services and over 85 on-going program participants initially referred for services in 2014.

**Re-Entry Program** – This program achieved over a 60% entered employment rate serving customers with multiple barriers including a minimum of one criminal conviction. In 2015 the Re-Entry Program served 127 program participants.

**BOOST** – in 2015, BOOST exceeded the enrollment and placement goals by over 200% (goal: 35 recruits - actual 111 individuals recruited; goal: 20 placements - actual 42 individuals placed in jobs).

**Deferred Prosecution Program** – The Deferred Prosecution program achieved a 50% entered employment and over a 50% 90 day retention rate for customers enrolled in activities. In 2015 the program served 13 program participants.

**Windows to Work** –In 2015, 79% of individuals who completed the program curriculum and were released from the institution were placed into employment.

**2015 Revenue**

Workforce Development Board	522,764
Dane County Dept. of Human Services	121,236
Dane County/City of Madison	55,702
State of Wisconsin – DVR	57,355
Madison Area Urban Ministry	82,190
City of Madison	4,100
FSET 50/50 Partners	43,286
South Madison Rotary	<u>1,250</u>
Total Grant Revenue	887,883
Fund Raising	2,912
Other Income	<u>1,288</u>
TOTAL 2015 REVENUE	\$892,083

**2015 Budget Expenses**

<u>Personnel:</u>	
Staff Wages	578,633
Payroll Taxes	59,995
Staff Fringe	<u>131,158</u>
Total Personnel	773,786
Operations	74,087
Space	32,211
Client Supportive Services	<u>18,870</u>
Total Grant Expenses	\$898,954
Discretionary Activities	*38,708
TOTAL 2016 EXPENSES	\$937,662

\*- Includes \$25,284 in Employer Services expenses held by EATA for Dane County Job Center

The Employment and Training Association is very appreciative of the donations we have received through our fund raising efforts. All donations received have been used to support our programming and program operations. In addition to the numerous donations from the general public at our fundraising events, EATA would like to thank the following businesses for their contributions and support:

Adesys

Bianca – Settlement Stores in Fish Creek, WI

Cambridge Coffee Wholesalers

Elegan Foods

The Forward Theater

Funk's Pub

Hausman-Johnson

Noah's Ark Pet Center

Olbrich Gardens

Sew Fun

Strang, Patterson, Rennig, Lewis and Lacy

Theater Lila

Tricor Insurance

TRIPLE M (Entercom)

Wipfli