

Employment and Training Association – 2016 Annual Report

Employment and Training Association

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www.eata.org

The Employment and Training Association (EATA) is one of the oldest private non-profit Community Based Organizations providing employment and training services in Dane County and throughout the South Central Wisconsin Workforce Development Area. EATA's vision is 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
One Stop Operator:	Julie Enloe

EATA Key Funding Sources:

Workforce Development Board of South Central Wisconsin
Dane County Department of Human Services
City of Madison
State of Wisconsin – Division of Vocational Rehabilitation
Madison-Area Urban Ministries
Community Action Coalition of South Central Wisconsin
Operation Fresh Start
Wisconsin Regional Training Partnership (WRTP)/Big Step
Commonwealth Development
YWCA
Hope Haven
Central Wisconsin Community Action Council

2016 Contracts and Programming:

Workforce Innovation and Opportunity Act (WIOA or WorkSmart): Through a contract with the Workforce Development Board of South Central Wisconsin, provide employment and training services to meet the needs of industry and job seekers (Dislocated Workers and Low Income Adults) throughout the South Central Wisconsin Workforce Development Area including Dane, Sauk, Columbia, Marquette Counties. Our staff provide the following services:

- Assist businesses with addressing their hiring needs. Identifying job seekers that have the required skills for positions or can be trained to meet a specific hiring need
- Provide career assessment, advising and career development assistance
- Provide job seeking skills assessment and soft skills instruction
- Provide job seekers with access to training resources, funding and supports
- Assist job seekers with job search activities and resources
- Evaluate job seekers basic skills and provide resources for improvement and development
- Provide job retention services for the four quarters following job placement

Contact Name and Number for Program: WorkSmart Reception (608) 242-7402

Division of Vocational Rehabilitation – Vendor: Provide 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: Through a contract with Dane County Human Services, provide employment and training services to non-custodial parents to help them meet their child support obligations in Dane County. 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: Sub-contract with Madison-Area Urban Ministries through a Foodshare Employment and Training Match program to serve individuals re-entering the community 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

Homeless Veterans Reintegration Program (HVRP): The Homeless Veteran Reintegration Program (HVRP) is a Department of Labor Grant Program that is being managed by a cooperative effort between the Community Action Coalition (CAC) and the Employment and Training Association to serve Dane County’s Homeless Veteran population. The primary purpose of the Homeless Veteran Reintegration Program is to help homeless Veterans secure, and retain employment so that they may re-enter mainstream society as productive citizens.

Contact Name and Number for Program: Derek Miller (608) 242-4542

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 of South Central Wisconsin manages the contract for the program, 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

Contact Name and Number for Program: Julie Larson (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

Highlights/Program Accomplishments for 2016:

Workforce Innovation and Opportunity Act (WIOA or WorkSmart): – EATA staff successfully provided employment and training services to over 800 program participants in our region. The WorkSmart program met or exceeded performance standards for Entered Employment, Average Wage at Placement and Retention for all of our Dislocated Worker and Adult WIOA Programming.

DVR – EATA is a vendor with the State of Wisconsin Division of Vocational Rehabilitation and began providing services to DVR consumers throughout the South Central Wisconsin Region. 75% of consumers served found employment. 100% of individuals enrolled in training successfully completed the activity.

Children First Program – This program has been instrumental in assisting non-custodial parents attach to employment and meet their child support obligations. There were 187 new referrals for services. 67% of individuals who enrolled in the program successfully completed the Children First Program curriculum.

Re-Entry Program – The Re-Entry Program achieved a 73% entered employment rate serving customers with multiple barriers including a minimum of one criminal conviction (served 96 program participants).

Homeless Veterans Reintegration Program (HVRP) – In addition to providing all of the homeless veteran enrolled in the program with assistance in accessing community resources, housing, job skills training, and veterans' services, over 45% of individuals served reported employment with an average wage over \$12.50 per hour.

Building Opportunities through Occupational Skills Training (BOOST) – BOOST continued to serve and find employment for nearly twice the number of homeless individuals that we were contracted to enroll into programming and place into employment.

Windows to Work – 77% of individuals who completed the program curriculum and released from the institution were placed into employment in 2016.

2016 Revenue

Workforce Development Board	766,552
Dane County Dept. of Human Services	83,202
City of Madison	9,741
Community Action Coalition SCW	39,314
State of Wisconsin – DVR	11,170
Madison Area Urban Ministry	77,812
FSET 50/50 Partners	<u>82,137</u>
Total Grant Revenue	1,069,928
Fund Raising	410*
Other Income	<u>1,252</u>
TOTAL 2016 REVENUE	\$1,071,590

2016 Budget Expenses

<u>Personnel:</u>	
Staff Wages	704,411
Payroll Taxes	72,422
Staff Fringe	<u>177,134</u>
Total Personnel	953,967
Operations	70,377
Space	36,970
Client Supportive Services	<u>13,645</u>
Total Grant Expenses	\$1,074,959
Discretionary Activities	3,856
TOTAL 2016 EXPENSES	\$1,078,815

Note: Includes \$43,078 in Employer Services funds is held in separate Asset and Liability accounts for Dane County Job Center.

*All fundraising dollars were used to support program operations.