



**MILWAUKEE
PUBLIC SCHOOLS**

Limited-term Employment (LTE) Analysis

Presenters: Matthew Chason, Senior Director, Office of Accountability and Efficiency

April 2021

BOARD ACTION

- September 2020
- Direct the Office of Accountability and Efficiency to conduct an analysis of the diversity of LTE contracts and contracted staff.
 - The number of people of color applying and the number of people of color selected for contracted services.
 - Hindrances to contract attainment.

SCOPE AND METHODS

- Descriptive analysis approach to study LTE data, including:
 - LTE contracts
 - LTE job postings and applicants
 - LTE survey
 - Contracted staffing services

LTE CONTRACTS

- 723 LTE employees between March 2015 – October 2020*

*Includes active and terminated status

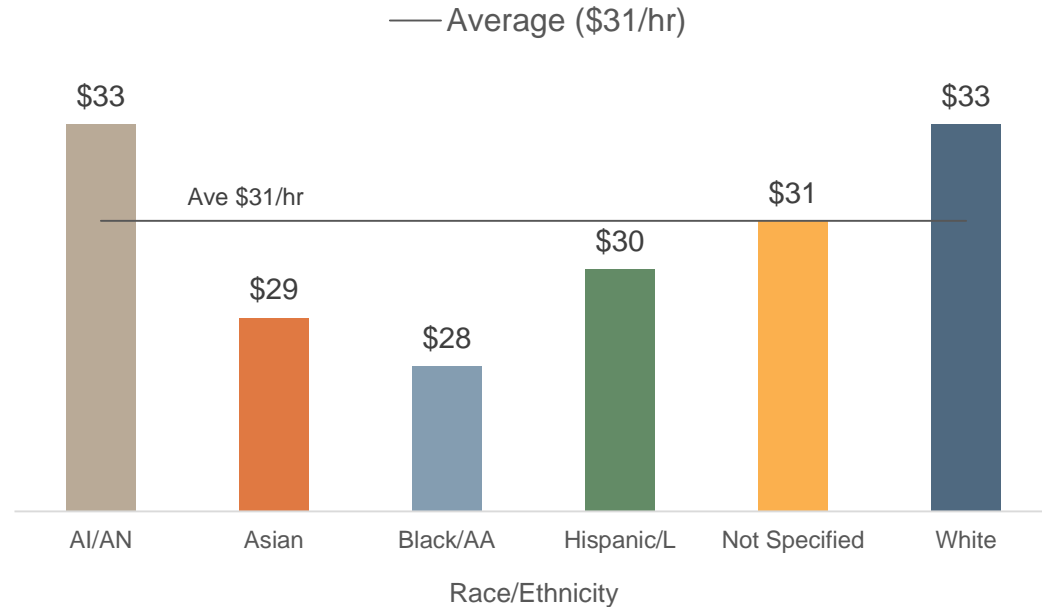
- Previous MPS relationship
 - Of the 723 LTE employees, 80% (575) had previously worked for the district in a non-LTE position.
 - 51% (370) are MPS retirees.



LTE CONTRACTS

- % of total by race/ethnicity
 - 51% White
 - 38% African American
 - 7% Hispanic/Latino
 - <1% Asian and American Indian/Alaskan Native
- Compensation Average \$31/hour

LTE Average Compensation Rate by Race/Ethnicity



LTE JOB POSTINGS AND APPLICANTS

- Between March 2015 – October 2020:
 - 39 distinct job openings posted
 - 517 applicants
 - 46% White
 - 44% African American
 - <6% all other race/ethnic groups
 - Applicants applied for more than 20 unique positions with 163 (32%) applying for Induction Specialist position

LTE SURVEY

ONLINE SURVEY FOR ACTIVE LTE EMPLOYEES FEBRUARY 2021

- 48 distinct survey respondents
 - Diverse respondent demographics
- Recruitment experience
 - More 52% learned about their LTE position through a friend/colleague or previous MPS employment.
 - Common themes for applying to an LTE position.



LTE SURVEY (CONT.)

ONLINE SURVEY FOR ACTIVE LTE EMPLOYEES FEBRUARY 2021

- Overall LTE hiring experience and challenges
 - Common themes include communication, timing, contracts, and retention.
- Respondent recommendations:
 - Enhance communication to ensure transparency and keeping applicants informed.
 - Develop effective planning for retention.
 - Improve promptness and process for LTE contracts.
 - Continue recruitment and postings of LTE job announcements.

STAFFING SERVICES

DATA FROM GOODWILL TALENTBRIDGE, LLC (PROFESSIONAL SERVICES CONTRACT)

- 320 contracted staff (2020)
- Race/ethnicity
 - 83% African American
 - 8% White
 - 6% Latino/Hispanic
 - <1% Asian
- Positions
 - 63% Children’s Health Assistants
 - 36% Substitute secretaries
- Compensation Average (\$/hour)*
 - Secretarial/Clerical – \$16.91
 - Food Service Assistants – \$14.70
 - Children’s Health Assistants –\$21.08

*compensation information was obtained from the Professional Services contract and subsequent contract extensions



NEXT STEPS

- Data Considerations

- Data for educational attainment, job title, and job description was limited. Having available queryable data would allow further exploration regarding responsibilities and compensation rates.

- Recruitment and Hiring

- Recruit more LTE employees from underrepresented populations beyond internal capacity.
- Continue to build networks and strong partnerships to reach broader community.
- Bring awareness regarding the role of LTE employees and scope of work.
- Increase transparency and communication efforts with LTE candidates.
- Consider retention plans and other efforts for LTE employees.
- Review best practices for an equity approach at hiring and recruitment of diverse candidates including job posts, job requirements, culturally inclusive communications, and messaging.
- Continue to track/measure hiring ratios and outcomes to identify disparities.

Thank you!

