



**MILWAUKEE
PUBLIC SCHOOLS**

***Start. Stay. Succeed.
Comienza. Quédate. Triunfa.***

Contract Compliance Services Annual Report:

**Fulfilling the district's commitment to supplier
diversity, workforce readiness and education**

May 22, 2018

Contract Compliance Services

Overview

- Administrative Policies 3.09, 3.10, and 3.13
- Opportunity for MPS to diversify its pool of contractors and vendors
- Further supports fiscal stewardship and fiduciary responsibility through economic and workforce development
- Contract dollars monitored totaled \$189,728,434
- 31% increase from FY16



Figure 1

Fiscal 17 Contract Assignment Summary				
Category	HUB	COIN	SE	CE
Community Learning Centers	49	0	0	49
FMS-General Construction	35	21	34	35
FMS-Goods & Services	2	0	4	5
FMS-Professional Services	7	0	10	11
Goods & Services	9	0	16	20
Professional Services	18	0	29	26
Title One	3	0	3	3
Transportation	27	0	27	27
Total	150	21	123	176

Figure 2

Payment Overview by States		
STATES	PAYMENTS	%
AR	\$1,145,409.12	0.75%
AZ	\$19,200.00	0.01%
DC	\$2,100,000.00	1.38%
GA	\$884,940.33	0.58%
IA	\$8,349,359.27	5.50%
IL	\$7,259,560.71	4.78%
MA	\$544,500.00	0.36%
MN	\$885,504.25	0.58%
NJ	\$2,852,431.94	1.88%
NY	\$13,742,935.24	9.05%
OH	\$116,121.94	0.08%
PA	\$581,127.20	0.38%
TX	\$10,282,875.38	6.77%
WA	\$80,879.25	0.05%
WI	\$102,999,561.60	67.83%
Total	\$151,844,406.23	100.00%

Historically Underutilized Businesses (HUB)

Overview

The HUB initiative works to increase diversity with business enterprises supplying goods and services to the district by fostering an equitable and competitive bid climate.

Key Points

- MPS supplier diversity program serves as an industry standard among schools districts in the nation
- Dollars monitored and invoiced increased from the previous year
- Contract dollars monitored totaled \$156,716,870, 18% increase
- Approximate encumbrances of 3% for FY18
- Total of \$18.5 million has been paid to HUB firms
- Total HUB Contracts: 150
- Annual business symposium initiative



Figure 3

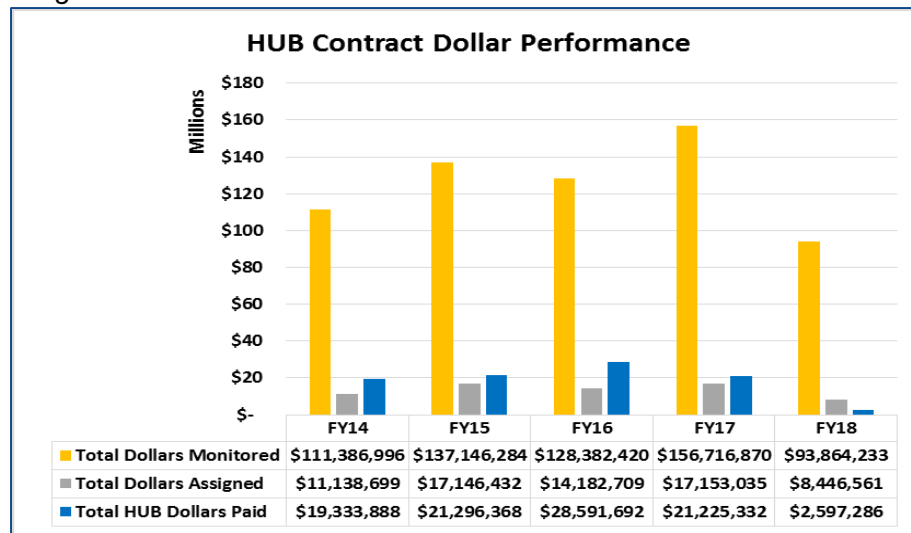
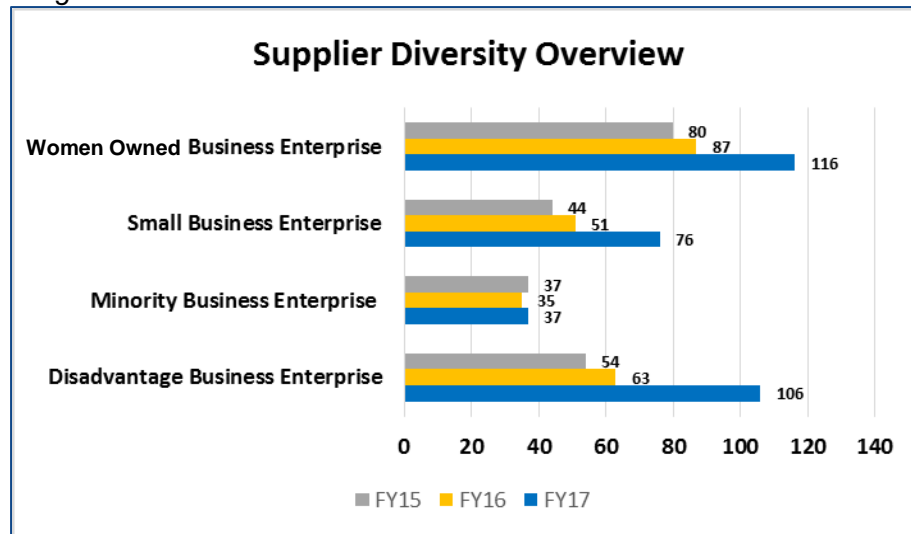


Figure 4



Communities In Need (COIN)

Overview

The COIN initiative is the District's workforce preference program targeting the employment of constituents on MPS general construction projects with an annual goal of 25% participation assignment.

Key Points

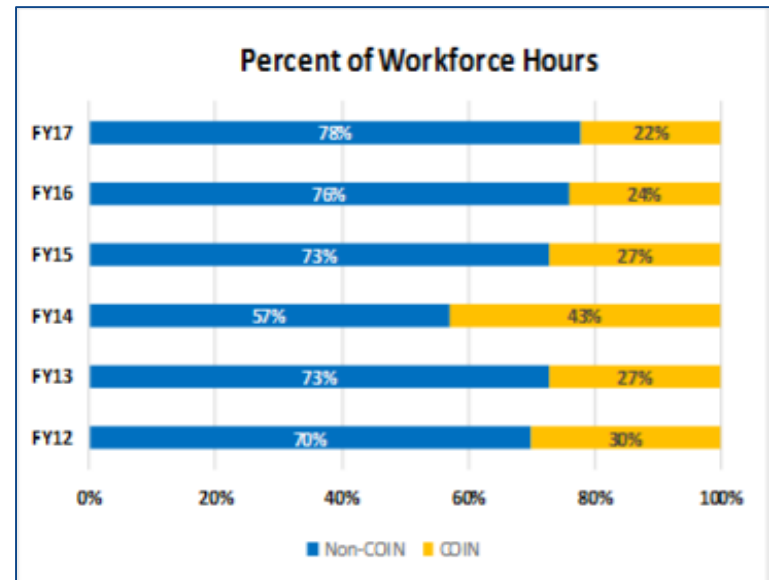
- 21 Facility & Maintenance Service projects contained COIN participation requirements, 8% decrease from previous fiscal year
- Procedural improvements resulted in participants working for longer intervals
- Average COIN Percentage Assigned: 22%
- 86 COIN certified individuals, 58 instances individuals engaged on projects
- Total of 14,772 hours COIN workforce hours compared to 67,164 total workforce hours, 8% increase
- Pre-Apprentice Readiness Program



Figure 5

Skill Trade Classification	Total Wages for FY 17 COIN Workers
Apprentice	\$17,423
Bricklayers	\$19,903
Carpenter	\$601
Construction Wiremen	\$12,527
General Laborer	\$30,217
Heat Frosters	\$1,215
Journeyman	\$4,492
Pipe Lifter	\$15,387
Plumber	\$5,744
Roofer	\$5,168
Sheet Metal	\$15,946
Total	\$128,623.20

Figure 6



COIN Pre-Apprentice Readiness Training Program Data

Overview

The training model developed by Contract Compliance Services incorporates a procedural redesign to the COIN initiative as an inherent need to implement a pipeline approach for MPS students interested in a career pathway into the skilled building trades.

Key Points

- Graduated first cohort in June 2017
- Students voluntarily participated in the 16-week after school training program held at WRTP BIG STEP
- Students received 6 building and trades industry recognized certifications (Asbestos Awareness, CPR/AED, Entry-Level Construction, OSHA10, Tool Safety and Identification, and COIN)
- Lead agency followed the Multi-Craft Core Curriculum (MC3)
- Students who successfully completed the training program received hardhats, tool-belt, safety glasses and work boots.
- Total Student Participants: 14
- Total Student Graduates: 8



Student Engagement Program

Overview

Student engagement requirements involve MPS students in career exploration through education activities and paid employment assignments.

Key Points

- Further educate and provide MPS students with real-world work experience through CCS program assignments annually.
- Students must attend job-readiness training sessions to be eligible for employment.
- Assigned 40,000 student employment hours during FY17
- MPS high school students combined earnings exceeded \$434,331
- Career education hour requirements are assigned to most district contracts subject to Administrative Policy 3.09
- Vendors engaged MPS students through: presentations, community resource fairs, job site visits, student job training sessions, and online career coaches.



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Student Employment Program

Overview

Further educate and provide MPS students with real-world work experience through CCS program assignments annually.

Key Points

- Total Contracts Monitored: 238
- Total Contracts with Student Employment Requirements: 124
- Total Number of Students Hired: 176
- Average Student Employment Assignment: 225 hours
- Total Student Employment Hours: 40,160
- Total Student Completed Employment Hours: 37,038
- Total Wages Earned: \$434,331
- FY17 experienced an 8% increase from FY16
- Remediation plans are in place to ensure contract requirements are achieved



Figure 7

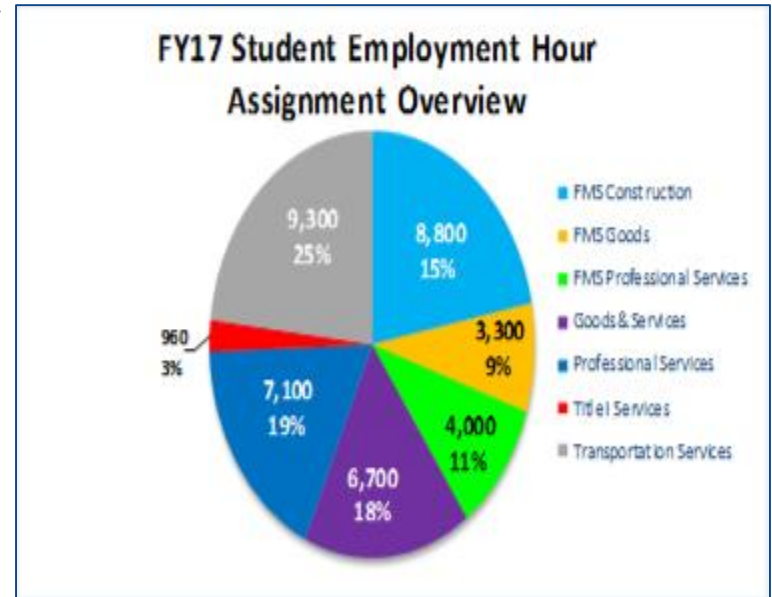


Figure 8

	FY15	FY16	FY17
# of Contracts Assigned SE Requirements	80	95	124
# of SE Hours Assigned to Contracts	20,980	30,780	40,160
# of Student Job Readiness Training Participants	143	105	89
# of Interviews Conducted	127	108	371
# of Students Hired	106	107	176
# of Alternative Placement Site Utilized	23	17	14
Total Student Wages Earned	\$216,514	\$328,115	\$434,331

Student Education and Career Awareness Program

Overview

Involve MPS contractors to engage in activities enhancing the education of MPS youth. Activities may range from: career fairs, on-site visits, industry education presentations and student job readiness training sessions. Eligible school participation is open from kindergarten to twelfth grade.

Key Points

- Total Contracts Monitored: 176
- Total CCS Assigned Career Education Requirements: 1,890 hours
- Total Career Education Hours Completed: 1,211 hours
- FY17 experienced a 9% increase from FY16
- Obama SCTE, Pulaski, Carmen and James Madison schools have implemented Trane Moves in partnership with Building2Learn

Figure 9

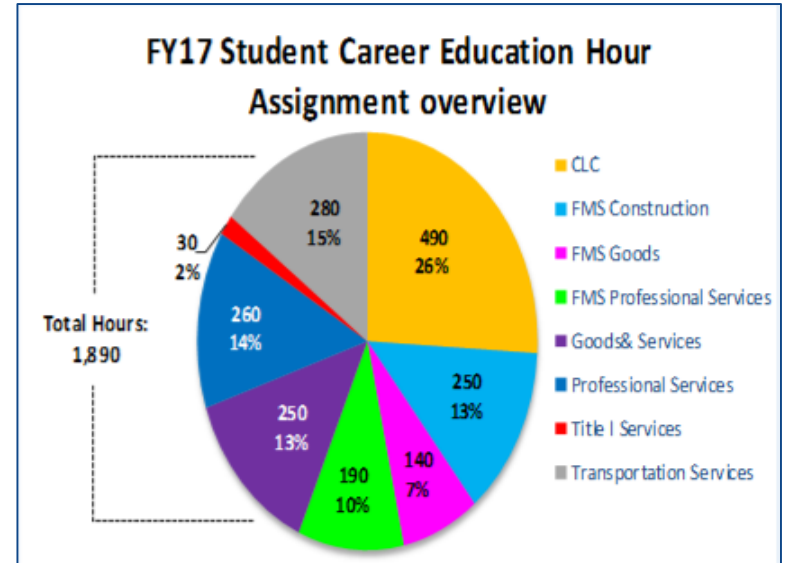
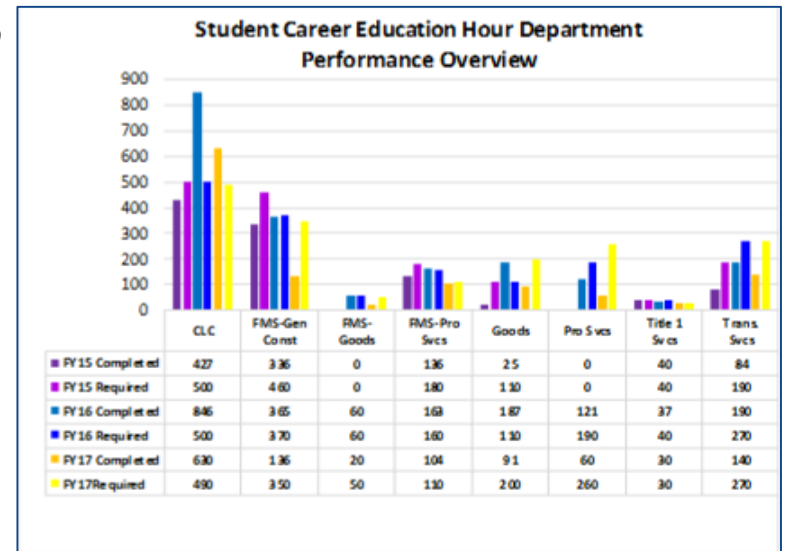


Figure 10



Thank You

