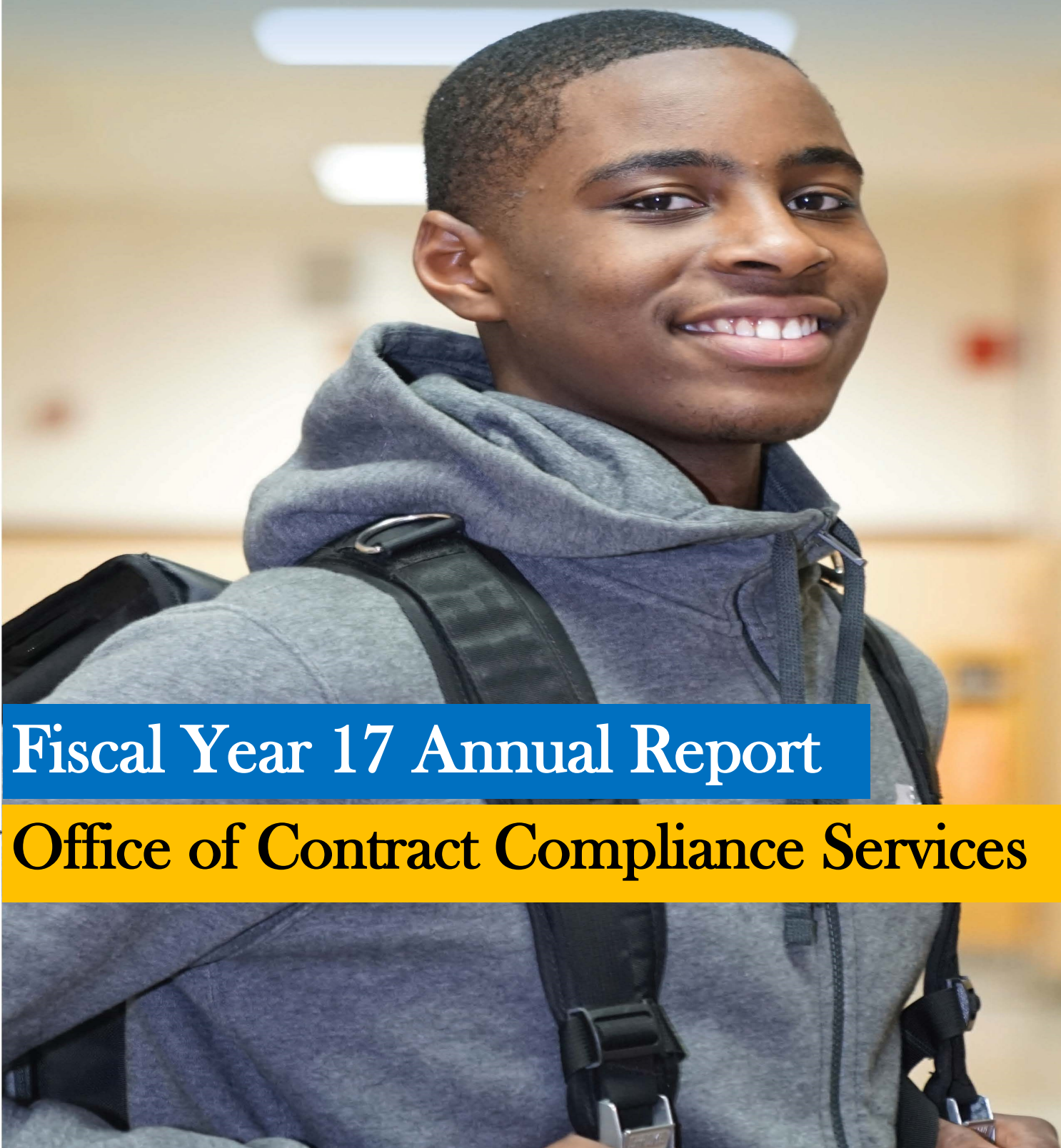




**MILWAUKEE
PUBLIC SCHOOLS**



Fiscal Year 17 Annual Report

Office of Contract Compliance Services

Executive Summary

The Contract Compliance Services Annual Report was commissioned to examine the impacts and outcomes of Administrative Policy 3.09: Purchasing and Bidding Requirements, 3.10: Historically Underutilized Business Program and 3.13: Communities in Need Initiative where contract requirements are assigned to district bids, exceptions to bid and requests for proposals.

The report provides the Milwaukee Board of School Directors, Milwaukee Public Schools Administration and its constituents with performance summaries related to the HUB, COIN and Student Engagement programs. Moreover, these figures represent benchmarks for the future as we assess and align goals and objectives aimed at the district's efforts towards economic development, workforce development and diversity inclusion efforts.

Contracts monitored by CCS have resulted in increased outcomes for historically underutilized businesses bringing the district closer to its annual goal of 25%. Additionally, constituents benefitted from increased workforce hours on Facility and Maintenance Service projects through the COIN initiative and MPS students have experienced exponential growth rates of employment opportunities with a record high of 38,107 employment hours assigned in Fiscal 17, thus providing real-world paid workforce experiences to our young people.

Process improvements continue to incorporate the district's strategic goal objectives to anticipate market fluctuations, while upholding fiduciary responsibility to the community. This report provides a detailed, multi-year comparison involving the aforementioned administrative policies.

The table below highlights the participation requirements assigned to contracts during the 2016-17 school year.

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



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The following maps detail MPS contractor and vendor payments on contracts with CCS requirements from 2016 to 2017. Figure 1.0 and 1.1 provides a detailed comparison by county for dollars paid to companies located in Wisconsin. Shown in Figure 1.1; though a 9% decrease from the previous fiscal year, 63% of vendor payments were made to firms located in Wisconsin displaying the economic impact MPS' contracting opportunities provide businesses.

MPS Vendor Payments in Wisconsin

Figure 1.0

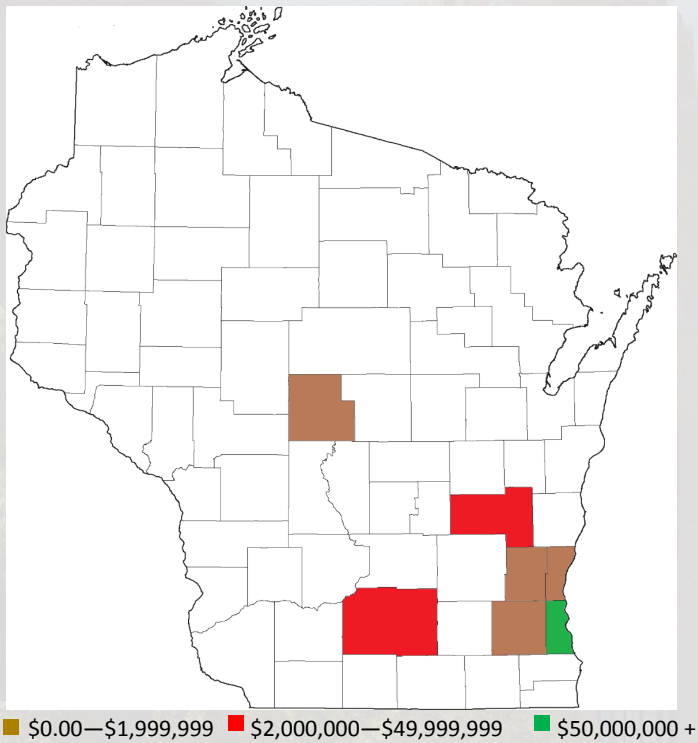


Figure 1.1

Payment Overview by Wisconsin Counties		
County	Payment	%
Fond Du Lac	\$43,361.00	0.04%
Dane	\$36,250.00	0.04%
Milwaukee	\$66,191,298.89	64.26%
Ozaukee	\$129,009.38	0.13%
Washington	\$990,000.00	0.96%
Waukesha	\$34,976,620.33	33.96%
Wood County	\$633,022.00	0.61%
Total	\$102,999,561.60	100.00%

MPS Vendor Payments throughout U.S.

Figure 2.0

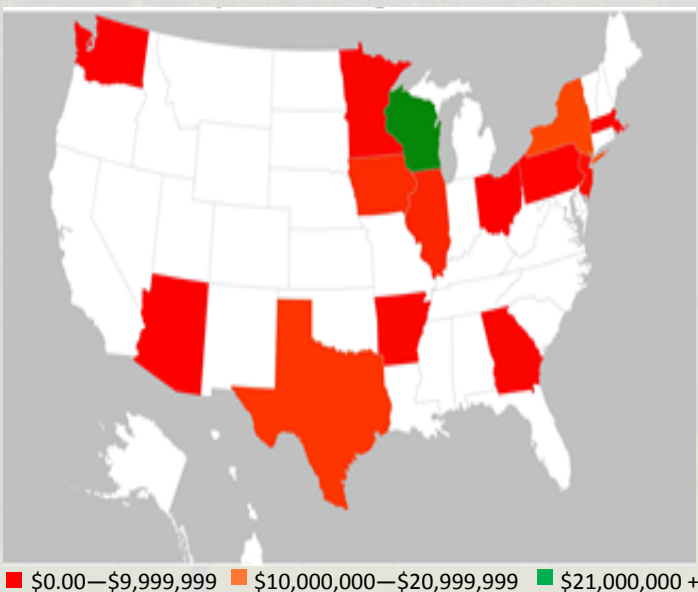


Figure 2.1

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%



Project Based Initiatives

Contract Compliance Services is continually involved in process improvement projects/initiatives. The overall goal of these initiatives is to increase opportunities for the district, students, and historically underutilized businesses. The following provides a snapshot of some of the larger projects CCS has undertaken over the last fiscal year.

PROJECT	WHAT WAS DONE?	HOW DOES THIS ASSIST MPS?
Grouping of Contracts	CCS has developed a database to link contracts by vendor, services provided, and historical RFP/BID numbers.	Linking contracts better positions the District to track contract utilization, encumbrances, monitor performance objectives, and aggregate similar contract services.
Forecasting Contract Utilization	CCS has developed a report to assist with forecasting/predicting District service needs by month.	Contractors are able to anticipate District needs to overcome capacity, staff and time constraints thus providing cost-savings benefits to the District.
Contract Maturity Monitoring	CCS has developed a means to more closely monitor both a specific contract maturity as well as a specific RFP/BID maturity.	The District is better positioned to leverage its purchasing power in the next procurement cycle through strategic partnerships, outreach efforts and the expansion of diversity assignments.
Expand Student Employment Assignments	CCS has undertaken a number of initiatives designed to expand employment opportunities for MPS students and has developed, and implemented, various workforce training models for reference.	Meaningful student employment engagement provides a holistic educational experience for MPS students and increases community involvement demonstrating full support of the strategic goals of the District.
Data Analysis	CCS has improved its ability to utilize data effectively implementing and executing business intelligence dashboards, forecasting industry trends, and data mining capabilities.	The ability to provide high-quality data to both current and prospective vendors, at outreach events improving the District's purchasing power through vendor diversification and improves the overall community relations.

The project improvement initiatives assist MPS in increasing opportunities for both historically underutilized business and non-certified businesses through outreach events and partnerships with community stakeholders thus expanding economic impact exposure, improved relationships and social responsibility.



Milwaukee Public Schools 1st Annual Business Symposium

On Thursday, February 23rd, 2017, Milwaukee Public Schools opened its doors to the business community and conducted the district's 1st Annual Business Symposium at ManpowerGroup's World Headquarters in Milwaukee. Panelists of subject matter experts provided attendees with invaluable information to compete in today's marketplace.

WHAT WAS DONE?

The 1st Annual Business Symposium provided a space to educate, diversify, and engage vendors reaching both the local and national business community.

Milwaukee Board of School Directors' Vice President Larry Miller kicked off the event with opening remarks and welcomed the 250 plus attendees interested in learning about ways to work with the district. He encouraged current and future business partners to think long term on the impact the business community can afford our students.

The symposium furthers the district's fiscal stewardship and fiduciary responsibility. President Mark Sain of the Milwaukee Board of School Directors echoed the sentiments felt by attendees by stating, "It was wonderful to hear from attendees and presenters who spoke about how this event opened doors for them. Attendees who were looking for ways to engage with Milwaukee Public Schools were able to connect with presenters on the spot at the event. The event played a critical role in forming new connections between Milwaukee Public Schools and the many local businesses that call Milwaukee home."

HOW DOES THIS ASSIST MPS?

Representatives from the City of Milwaukee, Milwaukee County and the North Central Minority Supplier Development Council educated business owners on the advantages on leveraging certifications for historically underutilized businesses which aligns to Milwaukee Public Schools supplier diversity initiative.

Town Bank, Milwaukee Jobs Work's and the Metropolitan Milwaukee Association of Commerce provided business development strategies for effective capacity building. Additionally, the executive director of the Hmong Chamber of Commerce of Wisconsin discussed the successes ethnically diverse businesses can benefit from through lending options offered through several community designated financial institutions such as chambers of commerce.

"Our community partners are pivotal to economic and workforce development. These are driving forces to support our community and more importantly, our students and families," stated Regina Flores of Contract Compliance Services. "It is important for MPS to have representation from our strategic workforce development partners like Milwaukee Jobs Work, Mindful Staffing Solutions and WRTP Big Step to create the synergy needed to overcome the workforce shortages. When businesses have the opportunity to grow they create jobs to strengthen our community and provide jobs for our young people."





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Historically Underutilized Business (HUB)

The MPS supplier diversity initiative strives to increase the number of diverse business enterprises supplying goods and services to the district. This initiative ultimately fosters a more competitive bid climate and increases cost-saving opportunities for the district and exposes firms to contracting opportunities annually. Contract Compliance Services assigns, monitors and reports HUB performance for all Board awarded contracts to ensure compliance is satisfied.

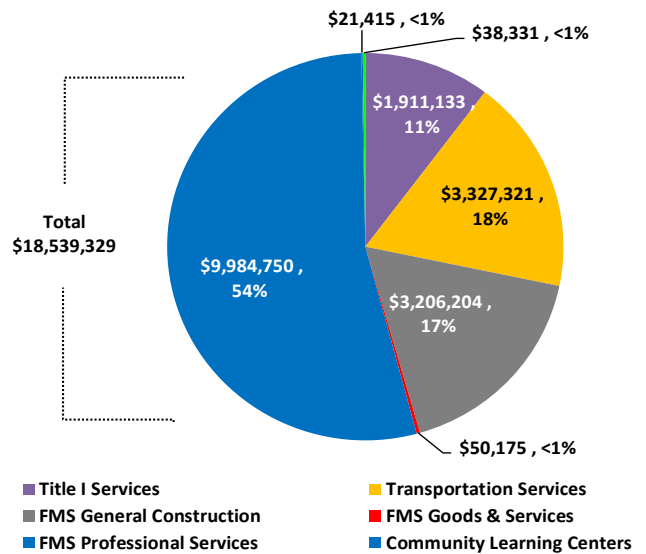
HUB Performance Summary

Key Points

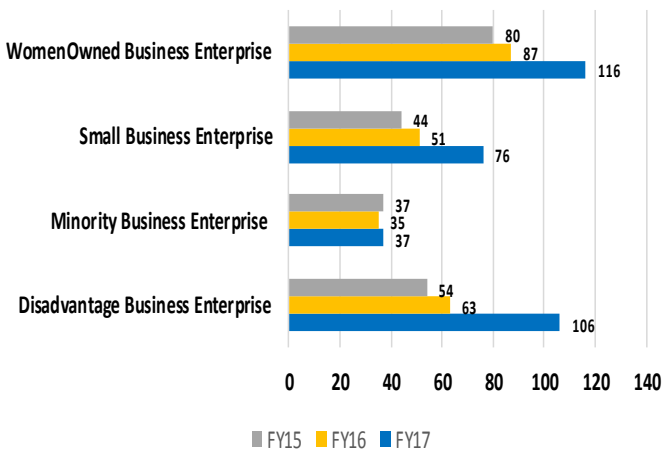
- Total Contracts Monitored: **238**
- Total HUB Contracts: **150**
- Total Contract Dollars Monitored: **\$156,716,870**
- Total Invoiced Dollars Paid: **\$152,673,212**
- Total Required HUB Dollars: **\$17,153,035**
- Total Dollars Paid to HUB: **\$18,539,329**

**Remediation plans are in place to ensure contract requirements are achieved outlined within the bid and request for proposal terms.*

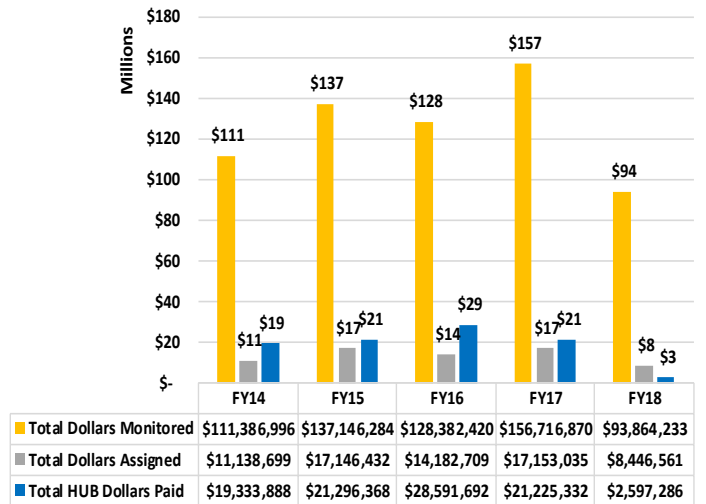
FY17 HUB Performance by Department



Supplier Diversity Overview



HUB Contract Dollar Performance



Take Away: Process improvements, such as contractor and or vendor remediation plans, have resulted in improved HUB compliance monitoring on MPS contracts for Facilities and Maintenance Services and Procurement and Risk Management related bids and requests for proposals. These plans address non-compliance discrepancies and ensures compliance is attained. When compliance is unmet financial sanctions can be recommended to the Milwaukee School Board of Directors.



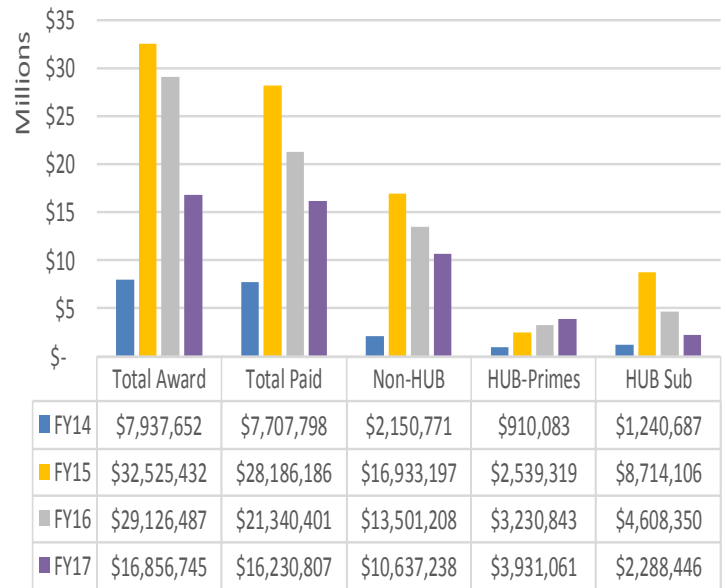
Facilities and Maintenance Services: General Construction

Contract dollars monitored continue to decrease as represented in the table below. This is attributed to available funding for construction projects; however an increase of contract dollars was monitored on FMS professional services projects due to energy saving projects. HUB participation attainment during FY17 decreased from FY16 by 19% resulting in an overall participation rate of 20%. The key points below highlight FY17 reconciliation. Dollars monitored and dollars paid represent HUB sanctions imposed to contractors for non-compliance.

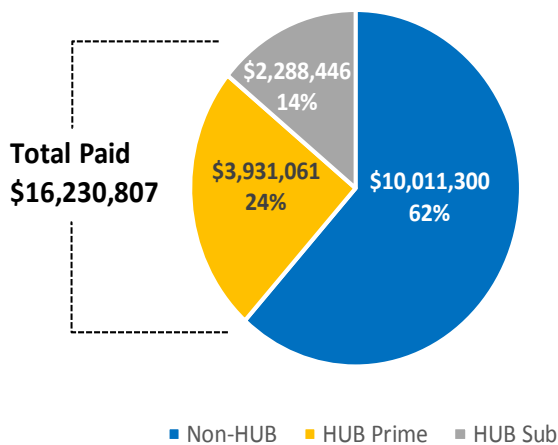
Key Points

- Total Contracts Monitored: **47**
- Contracts Assigned HUB: **35**
- Contract Dollars Monitored: **\$16,856,745**
- Total Invoiced Dollars Paid: **\$16,230,807**
- District HUB Annual Goal: **25%**
- Average HUB Assignment: **13%**
- Average HUB Performance: **20%**

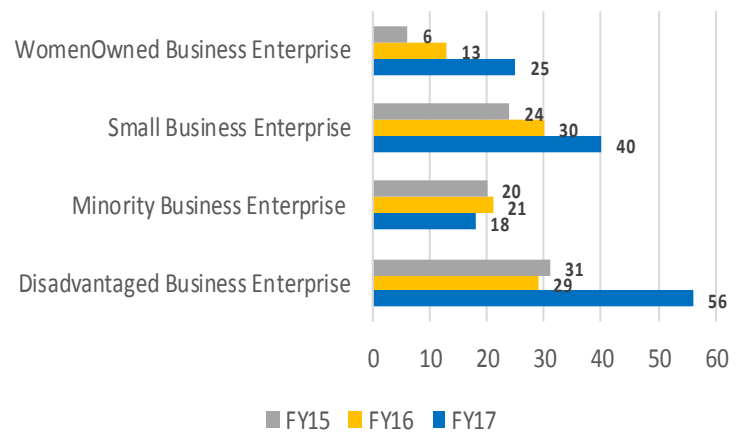
Dollar Value of Monitored Contracts



FY17 General Construction Overview



FMS Construction Supplier Diversity Overview



Facilities and Maintenance: Goods

Process improvements implemented during FY17 provided for detailed reporting thus providing an overview of FMS contracts monitored for Goods. New this year includes cooperative purchases for goods which carry a 3-year contracting term.

Key Points

- Total Contracts Monitored: 5
- Contracts Assigned HUB: 2
- Total Contract Dollars Monitored: **\$2,768,308**
- Total Invoiced Dollars Paid: **\$1,525,182**
- Average HUB Assignment: 3%
- Average HUB Performance: 1%

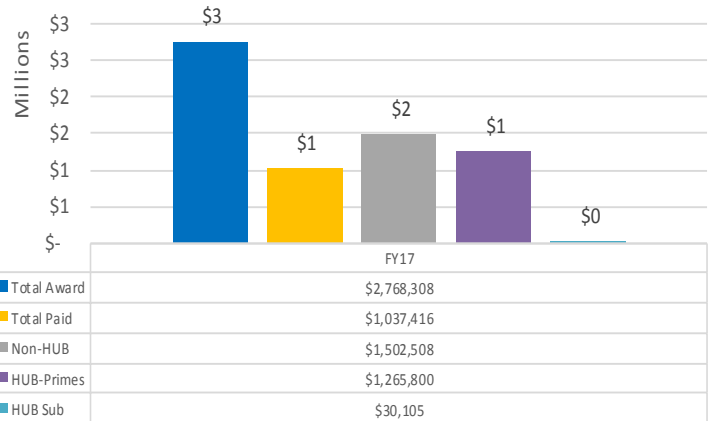
Facilities and Maintenance: Professional Services

The average HUB assignment decreased from 18% to 16% in FY17. Although HUB performance experienced a decrease, professional service contracts carry a 3-year term, therefore total dollars paid are not fully reconciled. CCS continues monthly monitoring and if a firm nears the end of its 12-month contract term and is out of compliance for HUB, it is incumbent upon the firm to submit a remediation plan for the upcoming contract extension.

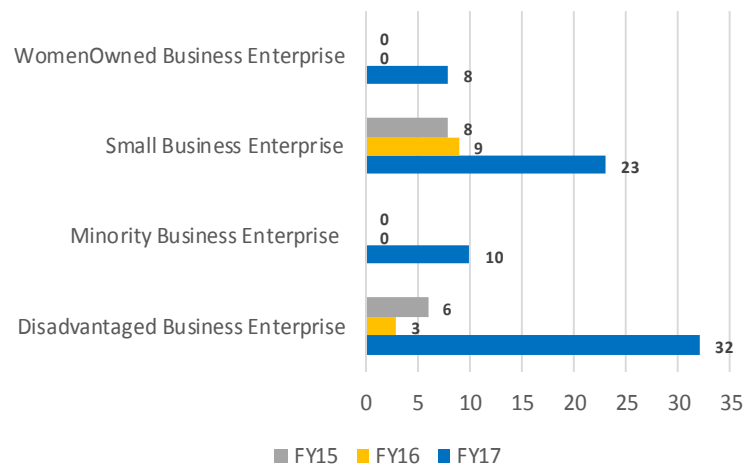
Key Points

- Total Contracts Monitored: 64
- Contracts Assigned HUB: 7
- Total Contract Dollars Monitored: **\$31,953,523**
- Total Invoiced Dollars Paid: **\$23,891,706**
- Average HUB Assignment: 16%
- Average HUB Performance: 10%

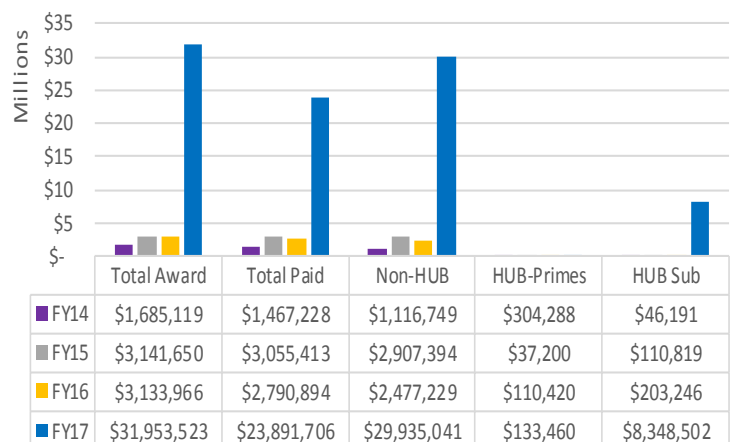
Dollar Value of Contracts Monitored for FMS Goods



FMS Goods & Professional Services Supplier Diversity Overview



Dollar Value of Contracts Monitored for Professional Services



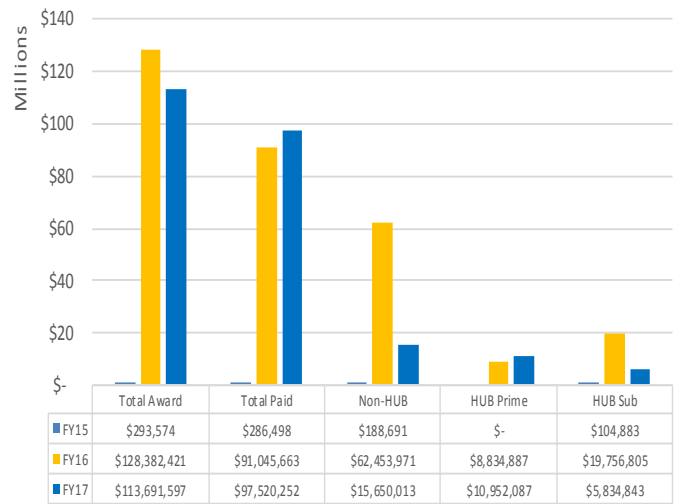
Professional Services

Contract monitoring process improvements resulted in narrowed departmental performance of dollars. The district's spend with HUB firms for Fiscal 17 was a 161% increase from the previous fiscal year. Total invoiced dollars paid represent opportunities for contract utilization on both single and multi-year contracts. Non-utilization of contract dollars are encumbered for future contract extensions; along with the original ,approved, not to exceed contract award amount. Expenditure auditing by contract, regardless of CCS assignments, will result in expenditure underutilization on multiple contracts.

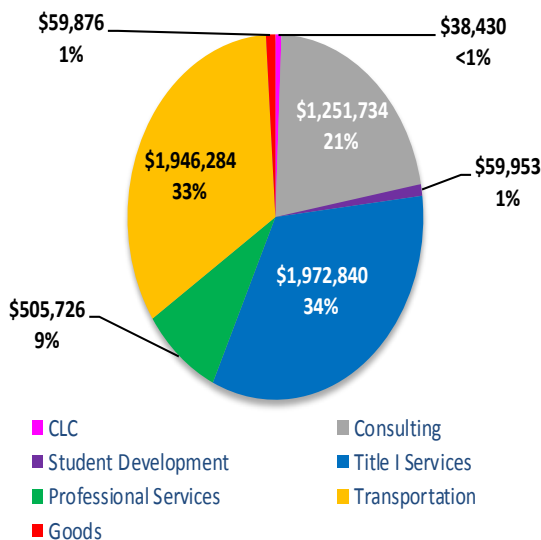
Key Points

- Total Contracts Monitored: 118
- Contracts Assigned HUB: 98
- Total Contract Dollars Monitored: **\$113,691,597**
- Total Invoiced Dollars Paid: **\$12,430,242**
- Average HUB Assignment: **8%**
- Average HUB Performance: **10%**
- HUB Participation Percent Dollars Paid from Previous Fiscal Year: **161%**
- Total Dollars paid to HUB: **\$5,677,522**

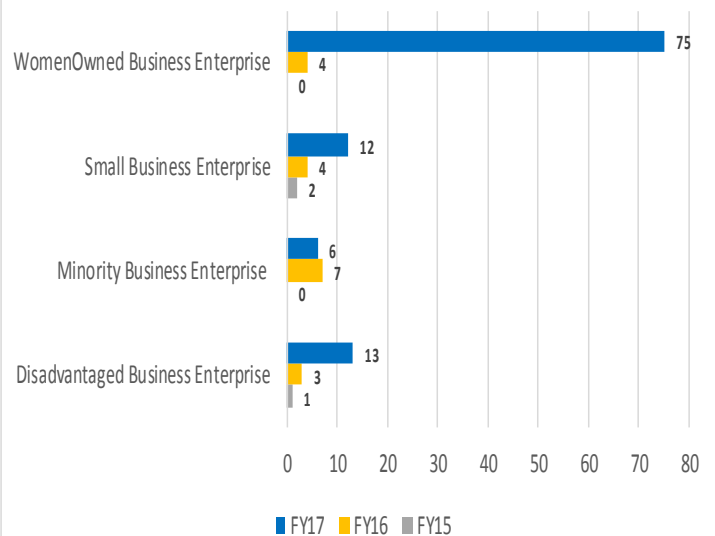
Professional Services Contract Dollars Monitored



FY17 Professional Services HUB Performance by Department



Professional Services Supplier Diversity Overview



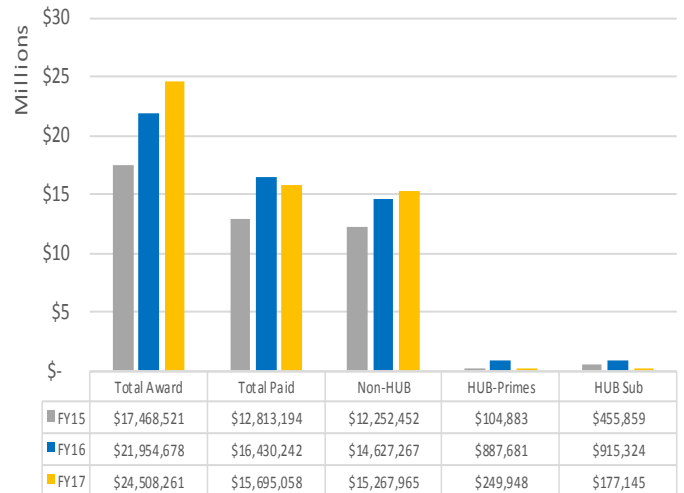
Professional Services: Goods

Total Dollars paid to HUB's decreased from \$915 thousand to \$427 thousand in FY17 as contracts dollars increased. Opportunities exist as it relates to Prime contractors to report performance within the district's compliance monitoring tool. CCS continues monthly monitoring and if a firm nears the end of its 12-month contract term, and is out of compliance for HUB, it is incumbent upon the firm to submit a remediation plan for the upcoming contract extension in order for the contractor of vendor to be considered eligible for award extension. Financial sanctions are also recommended from CCS to the School board of Directors when no remediation option exists.

Key Points

- Total Contracts Monitored: **25**
- Contracts Assigned HUB: **9**
- Total Contract Dollars Monitored: **\$24,508,261**
- Total Invoiced Dollars Paid: **\$15,695,058**
- Average HUB Assignment: **12%**
- Average HUB Performance: **2%**
- Total Dollars Paid to HUB: **\$427,093**

Dollar Value of Monitored Goods Contracts



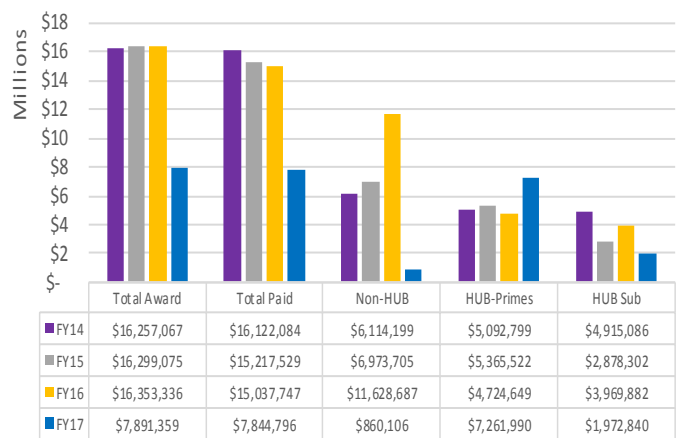
Professional Services: Title I Services

Contracts monitored were reduced by 50%; however, HUB participation assignments remain consistent and represented continued engagement in technology, hospitality, professional development consultants, janitorial, as well as both moving services and apparel suppliers. Contract Compliance Services conducts annual meetings with Title I Service providers to assess performance metrics to date.

Key Points

- Total Contracts Monitored: **2**
- Contracts Assigned HUB: **2**
- Total Contract Dollars Monitored: **\$7,891,359**
- Total Invoiced Dollars Paid: **\$7,844,796**
- Average HUB Assignment: **15%**
- Average HUB Performance: **114%**
- Total Dollars Paid to HUBs: **\$7,329,377**

Title I Services Dollar Value of Monitored Contracts



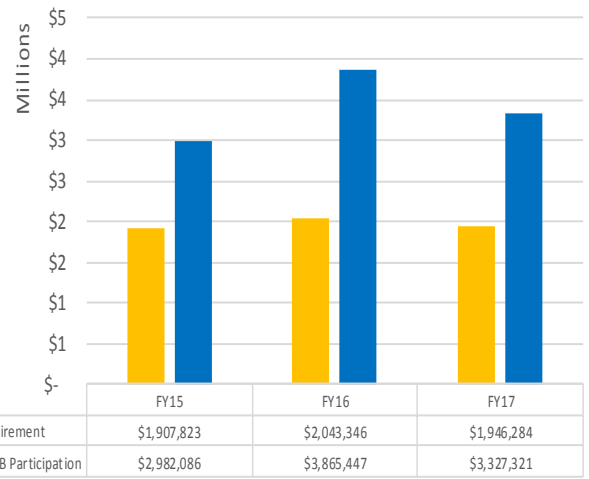
Professional Services: Transportation Services

The average HUB assignment remained 5% as reported within the previous fiscal year. Participation in FY17 and results in an average participation achievement of 18%. The HUB participation increase is attributed to improved contractor reporting and familiarity with the contract reporting tool available to all contractors and vendors for simplified contract management.

Key Points

- Total Contracts Monitored: 27
- Contracts Assigned HUB: 27
- Total Contract Dollars Monitored: **\$54,700,267**
- Total Invoiced Dollars Paid: **\$49,767,320**
- Total HUB Dollars Assigned: **\$1,946,284**
- Total HUB Dollars Paid: **\$3,327,321**
- Average HUB Assignment: 5%
- Average HUB Performance: 18%
- Total Dollars paid to HUB: **\$3,865,447**

Transportation HUB Dollars Monitored



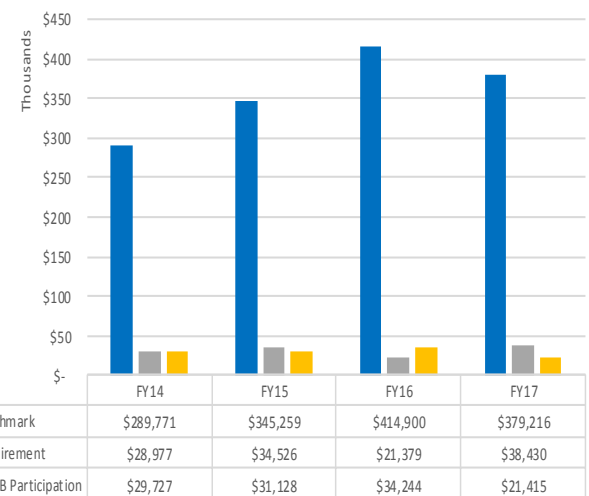
Professional Services: 21st Century Learning Centers

HUB participation requirements remain consistent for CLC's. Women business enterprises continue to be the highest represented supplier of goods and services for CLC procurements. HUB participation is also limited to non-salary and non-fringe related purchases therefore restricts spend to food services, supplies, and apparel.

Key Points

- Total Contracts Monitored: 49
- Contracts Assigned HUB: 49
- Total Contract Dollars Monitored: **\$3,843,000**
- Total Invoiced Dollars Paid: **\$3,791,583**
- Total HUB Dollars Assigned: **\$38,430**
- Total HUB Dollars Paid: **\$21,415**
- Average HUB Assignment: 5%
- Average HUB Performance: 8%
- Total Dollars paid to HUB: **\$915,324**

CLC HUB Contract Dollars Monitored





Communities In Need (COIN)

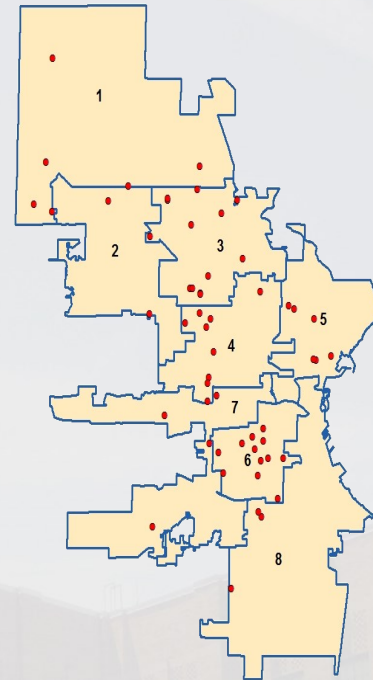


The COIN initiative is the District's workforce preference program which targets the employment of constituents on construction contracts who may be unemployed or underemployed and meet income based criteria. COIN individuals are a mixture of both skilled and unskilled workers. Certifications are processed through one of the following two agencies: Wisconsin Regional Training Program (WRTP) Big Step and Mindful Staffing Solutions.

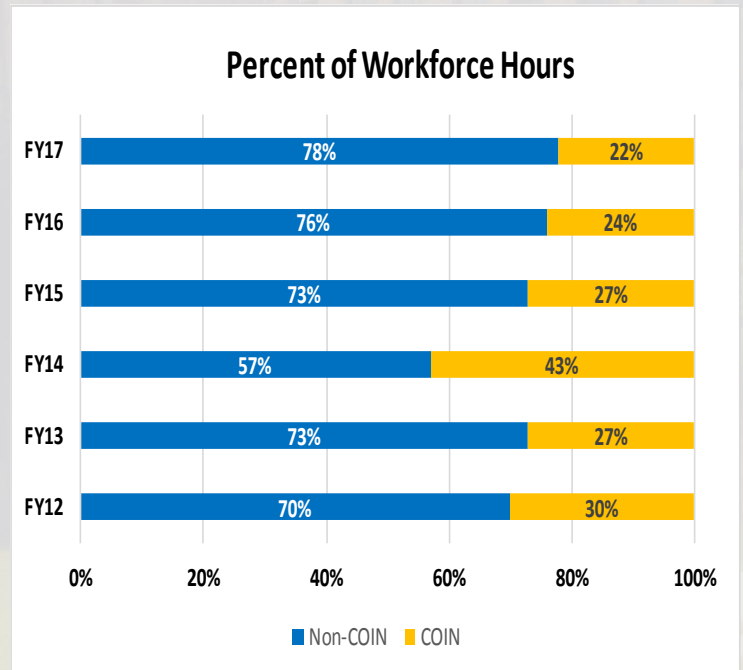
Key Points

- Total FMS Contracts Monitored: **47**
- Total Contracts with Coin Requirements: **21**
- Total Number of Times Coin Workers Engaged: **58**
- Average COIN Percentage Assigned: **22%**
- COIN Certified: **86**
- Total Skilled Trades Engaged: **11**
- Total Coin Worker Hours: **14,772**
- Total Non-COIN Worker Hours: **52,392**
- Total Workforce Hours: **67,164**
- FY17 experienced a 9% increase from FY16

Figure 1. COIN participation by school board member region



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



The COIN Pre-Apprentice Readiness Training Model is designed to provide high school juniors and seniors an opportunity to enter the trades upon graduation, by equipping students with both the skills and certifications to obtain entry-level employment within the construction industry. The training model components include the following areas: personal-skills readiness, academic and workplace competencies and industry-wide competencies.

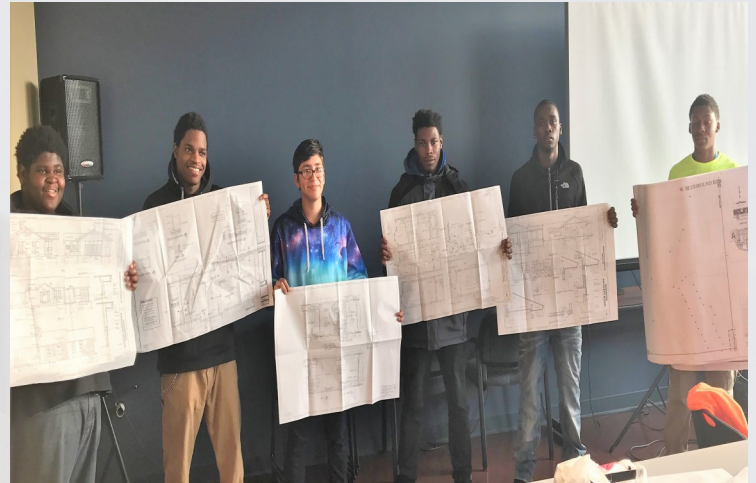
Key Points

- Students voluntarily participated in the 16-week after school training program held at WRTP BIG STEP
- Student participants 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, toolbelt, safety glasses and work boots.
- Total Student Participants: 14
- Total Student Graduates: 8

How does this assist MPS?

The training model developed by Contract Compliance Services incorporates a procedural redesign of the COIN initiative as an inherent need to implement a pipeline approach for MPS students interested within the building trades. CCS built upon the Multi-Craft Core Curriculum (MC3), which is recognized as an industry standard within the Building and Construction Trades. provides training, exposure and instruction to students interested in pursuing a career within the skilled-trades. The COIN Pre-Apprentice Readiness Training Program provides a transition plan from high school into the workforce on MPS general construction projects where COIN participation assignments exist.

The career path, within the trades, presents students with a great opportunity, as many pre-apprentices are able to pursue career goals as a registered apprentice and journey level status dependent upon the trade classification.





Student Employment



Student employment requirements involve MPS students in career exploration through paid employment opportunities linking students to real-world work experiences alongside MPS contractors and vendors. The number of employment assignments increased during FY17 resulting in the highest hour assignment since inception of the Student Engagement program; over 40,000 hours were assigned to 124 district bids and requests for proposals resulting contracts.

Student Employment Summary

Key Points

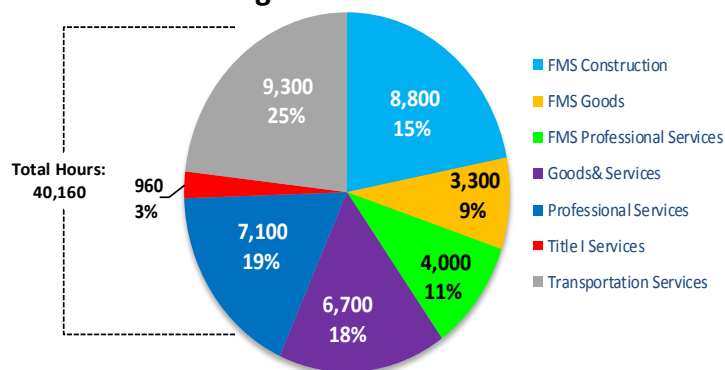
- Total Contracts Monitored: **238**
- Total Contracts with Student Employment Requirements: **124**
- Total Number of Students Hired: 176
- Average Student Employment Assignment: **225 hours**
- Total Student Employment Hours: **40,160**
- Total Student Completed Employment Hours: **37,038**
- Total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

How does this assist MPS?

Contract Compliance Services created a database monitoring tiered student career interests in an effort to align internship opportunities based on recorded responses. Additionally, captured data includes student school attendance, grade point averages, and demographic data which is used to capture and analyze trends. Student job readiness trainings incorporate emerging trends to emphasize the importance of time-management, academic performance, and work ethic.

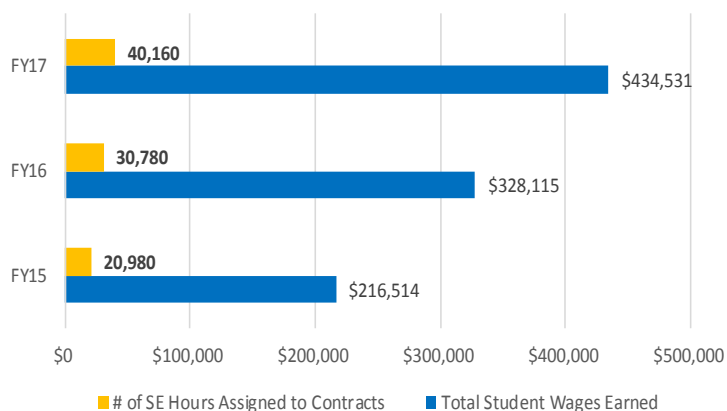
The student engagement program provides students with a meaningful employment opportunity. MPS contractors and vendors have reported the value of the program as having the opportunity to assist in the personal and professional development of MPS students and community.

FY17 Student Employment Hour Assignment Overview



	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

Students Hours Assigned and Wages Earned

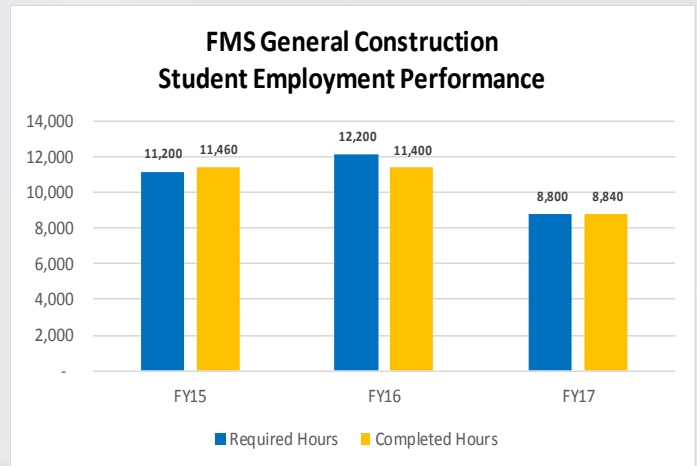


Student Employment: FMS General Construction

The assigned student employment hours decreased in FY17, from the previous fiscal year. The following graph provides fiscal year comparisons. A total of 34 positions were filled during the year.

Key Points

- *Contracts with Student Employment Req: 34*
- *Total Required Employment Hours: 8,800*
- *Currently Completed Employment Hours: 8,840*
- *Total Wages Paid: \$95,649*
- *Filled Student Positions: 47*

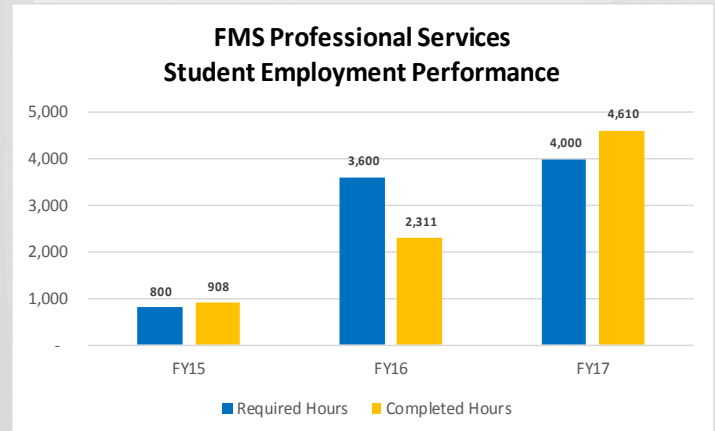


Student Employment: FMS Professional Services

Student employment hours experienced a significant increase during FY17 as a result of the energy savings projects. Students have been able to participate in internships with national engineering and manufacturing organizations.

Key Points

- *Contracts with Student Employment Req: 10*
- *Total Required Employment Hours: 4,000*
- *Currently Completed Employment Hours: 4,610*
- *Total Wages Paid: \$49,880*
- *Filled Student Positions: 21*

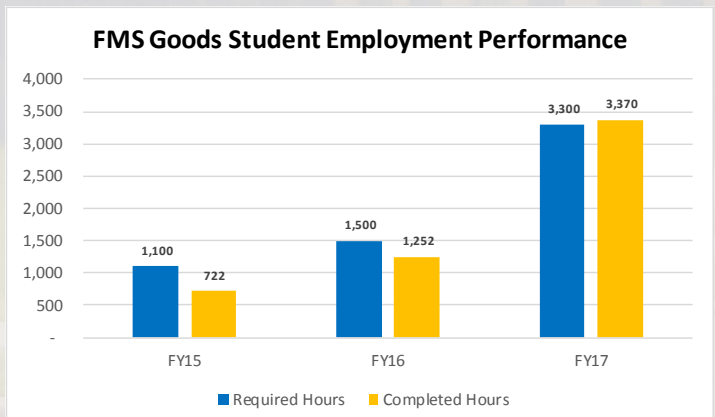


Student Employment: FMS Goods

New this year, CCS is able to report out on FMS Goods participation performance as a result of improved contract monitoring. Goods contracts; like FMS Professional Services contracts, carry a three-year term and employment hours remain the same per 12month term.

Key Points

- *Contracts with Student Employment Req: 4*
- *Total Required Employment Hours: 3,300*
- *Currently Completed Employment Hours: 3,370*
- *Total Wages Paid: \$36,463*
- *Filled Student Positions: 18*



Student Employment: Goods

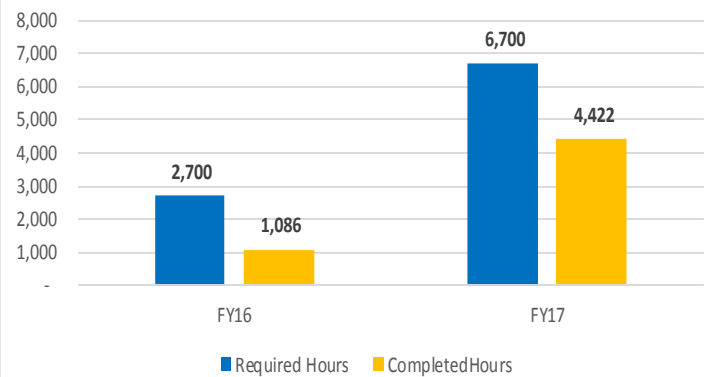
The assigned student employment hours increased in FY17, from the previous fiscal year. The following graph provides fiscal year comparisons. A total of 20 positions were filled during the year.

Key Points

- Contracts with Student Employment Req: 16
- Total Required Employment Hours: 6,700
- Currently Completed Employment Hours: 4,422
- Total Wages Paid: \$47,846
- Filled Student Positions: 23

***Remediation plans are in place to ensure contract requirements are achieved outlined within the bid and request for proposal terms.**

Goods Student Employment Hour Performance



Student Employment: Professional Services

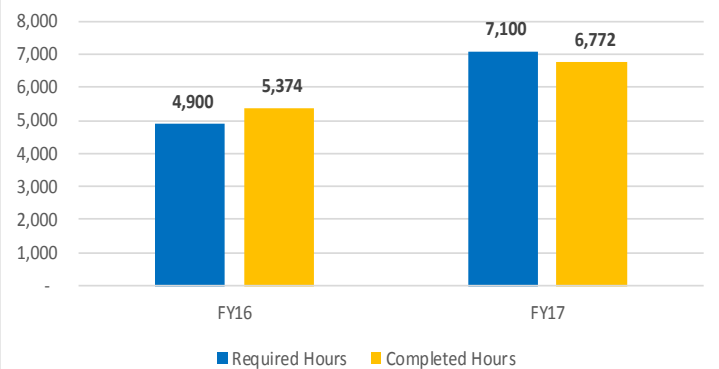
The assigned student employment hours increased in FY17, from the previous fiscal year. The following graph provides fiscal year comparisons. A total of 29 positions were filled during the year. Additionally, an overview is provided highlighting specific department participation assignment.

Key Points

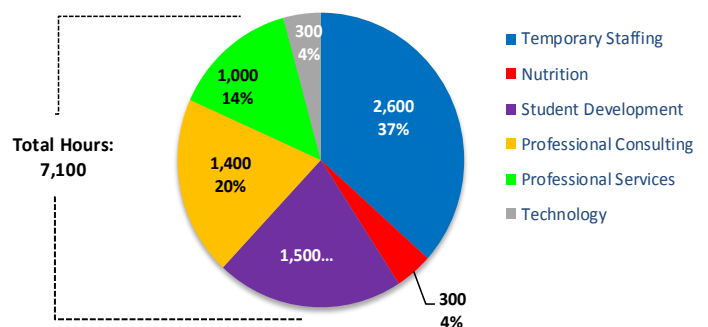
- Contracts with Student Employment Req: 21
- Total Required Employment Hours: 7,100
- Currently Completed Employment Hours: 6,772
- Total Wages Paid: \$73,273
- Filled Student Positions: 29

***Remediation plans are in place to ensure contract requirements are achieved outlined within the bid and request for proposal terms.**

Professional Services Student Employment Hour Performance



Student Employment Overview by Department



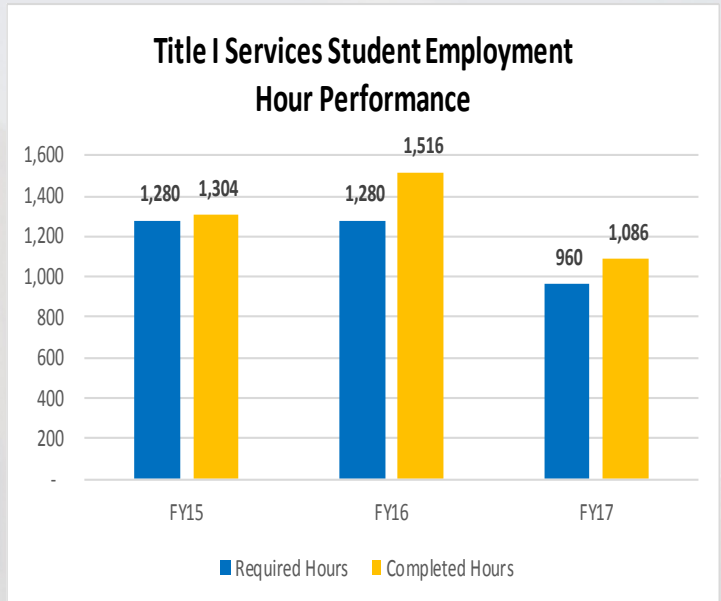
Student Employment: Title I Services

The number of completed hours decreased during FY17 as a result of decreased Title I Service funding, however vendors continue to exceed contractual requirements thus providing year-round employment for MPS high school students.

Key Points

- *Contracts with Student Employment Requirements: 3*
- *Total Required Employment Hours: 960*
- *Currently Completed Employment Hours: 1,086*
- *Total Wages Paid: \$11,751*
- *Filled Student Positions: 3*

**Remediation plans are in place to ensure contract requirements are achieved outlined within the bid and request for proposal terms.*



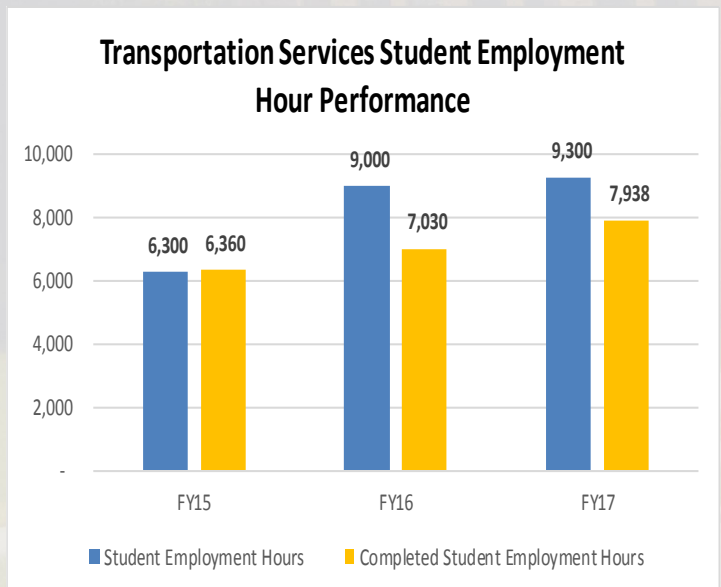
Student Employment: Transportation Services

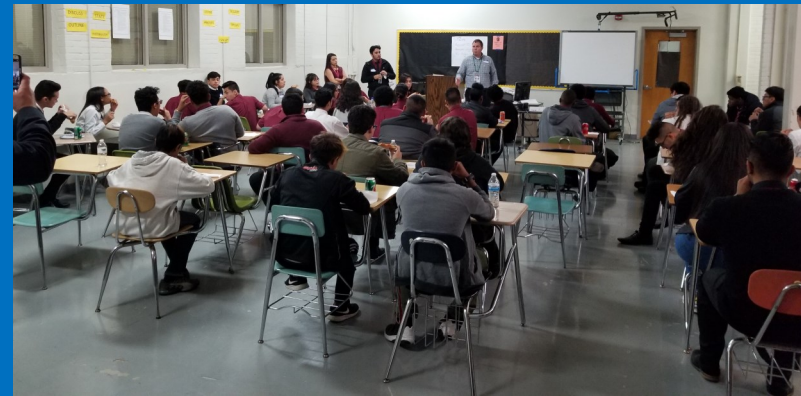
Contract hour requirements increased slightly. Improved contract monitoring, and the utilization of alternative placement sites supported vendors in meeting requirements. Transportation companies are also recruiting students with an interest in automotive to begin mechanic apprenticeships. Two students successfully completed apprenticeships over the course of two years working with the same transportation company.

Key Points

- *Contracts with Student Employment Requirements: 27*
- *Total Required Employment Hours: 9,300*
- *Currently Completed Employment Hours: 7,938*
- *Total Wages Paid: \$85,889*

**Remediation plans are in place to ensure contract requirements are achieved outlined within the bid and request for proposal terms.*





Career Education



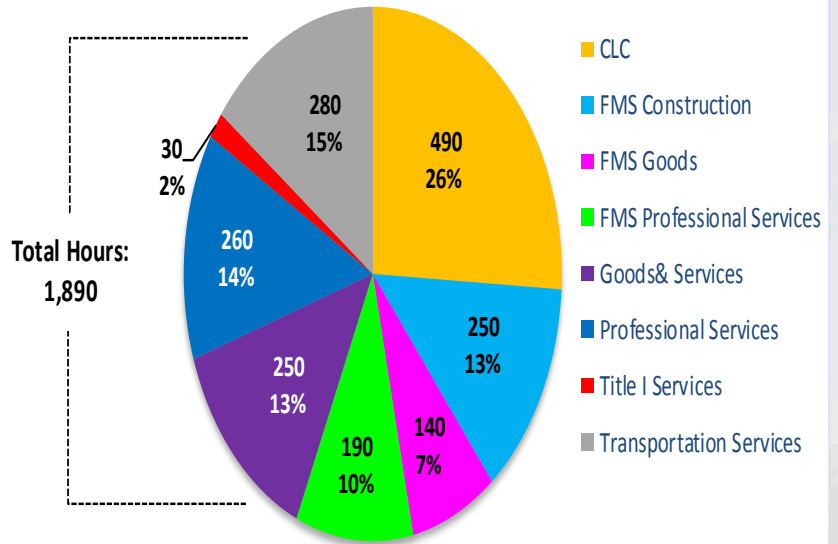
Career education hour requirements involve MPS contractors, to engage in activities enhancing the education of our youth. Activities may range from: career fairs, on-site visits, industry education presentations and student job readiness training sessions. Eligible school participation is open from kindergarten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

Key Points

- Total CCS Assigned Career Education Requirements: **1,890 hours**
- Total Career Education Hours Completed: **1,211 hours**
- Total Contracts Monitored: **238**
- Total Contracts with Career Education Requirements: **176**
- **FY17 experienced a 9% increase from FY16**

***Remediation plans are in place to ensure contract requirements are achieved outlined within the bid and request for proposal terms.**

FY17 Student Career Education Hour Assignment overview

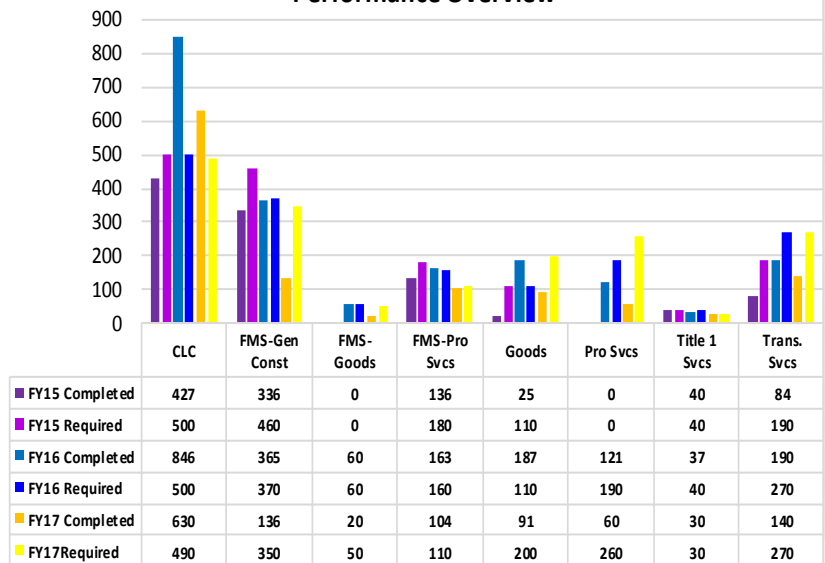


How does this assist MPS?

Career education hour assignments provide MPS contractors and vendors with the opportunity to engage students from kindergarten through twelfth graders in various approved classroom activities, field trips, job-shadowing, career-coaching, job-readiness training. In fact, many companies participate within CCS' annual job readiness training sessions where they are able to provide students with candid feedback to successfully interview and retain employment within their organization.

Other career education opportunities include sponsoring career fairs and providing students with access to Dream Flight America, a hands-on experience provided in a mobile STEM learning lab.

Student Career Education Hour Department Performance Overview





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