

## WORKFORCE RESOURCE OFFICE LOCATIONS

### **Central Office**

401 Technology Drive E., Suite 100  
Menomonie, WI 54751  
(715) 232-7360

### **Ashland County**

422 Third Street W, Suite 202, Ashland, WI 54806  
855-792-5439

### **Barron County**

Barron County Job Center  
331 S. Main Street, Rice Lake, WI 54868  
715-234-6302

### **Opportunity Center**

410 E. LaSalle Avenue, Suite D  
Barron, WI 54812  
715-537-3404

### **Burnett County**

7726 Rasmussen Street, Siren, WI 54872  
855-792-5439

### **Chippewa County**

Chippewa County Job Center  
770 Scheidler Road, Suite 2, Chippewa Falls, WI 54729  
715-723-2248

### **Clark County**

Clark County Job Center  
501 Hewett St., Neillsville, WI 54456  
715-743-4631

### **Douglas County**

1805 North 14th Street, Superior, WI 54880  
855-792-5439

### **Dunn County**

Dunn County Job Center  
401 Technology Drive E., Suite 200, Menomonie, WI 54751  
715-232-7360

### **Eau Claire County**

Eau Claire County Job Center  
221 W. Madison Street., Suite 140-A, Eau Claire, WI 54703  
715-858-9675

### **Pepin County**

Pepin County Job Center  
316 W. Madison Street, Durand, WI 54736  
715-672-8801

### **Polk County**

Polk County Job Center  
404 Main St., Balsam Lake, WI 54810  
715-485-3115

### **Price County**

161 N. Lake Avenue, Phillips, WI 54555  
855-792-5439

### **Rusk County**

203 W. 7th St. N., Ladysmith, WI 54848  
855-792-5439

### **St. Croix Valley (Serving Pierce & St. Croix Counties)**

St. Croix Valley Job Center  
387 Arrow Court, #205, River Falls, WI 54022  
715-426-0388  
Moving 1-1-17: 704 N. Main St., River Falls

### **Sawyer County**

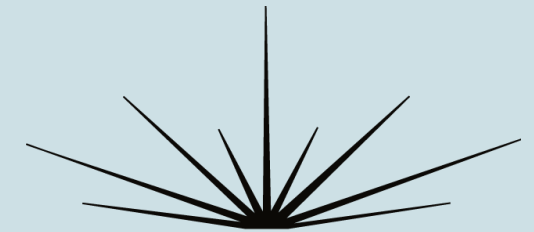
15954 River's Edge Drive, Suite 309, Hayward, WI 54843  
855-792-5439

### **Taylor County**

624 E. College Street, Room 116, Medford, WI 54451  
855-792-5439

### **Washburn County**

522 Service Road, Spooner, WI 54801  
855-792-5439



WORKFORCE RESOURCE

# Annual Report 2015-2016

Workforce Resource Inc. is an equal opportunity service provider. If you need assistance to access services or need materials in an alternate format, contact our EO officer at 1-800-472-5522. WRI uses WI Relay 711.

LETTER FROM THE WORKFORCE RESOURCE CEO

Dear Friends,

This year was a time of transition and growth for Workforce Resource. We achieved many noted accomplishments due to the collaboration and workforce partnerships within our communities. To highlight a few:

- Exceeded all nine Workforce Innovation & Opportunity Act (WIOA) performance measures resulting in attaining first place in the state among the 11 Workforce Development Areas.
- Ranked first in the state for Wisconsin Works (W-2) performance which resulted in receiving a \$32,480 bonus for 2014.
- FoodShare Employment & Training (FSET) program exceeded all measures for program year 2015-2016 which resulted in acquiring the highest performance incentive available.
- Obtained a \$168,000 grant through the Department of Children & Families to work with transitioning foster-care youth from in-home to community.
- Implemented the newly acquired \$128,000 Blueprint Grant and trained 90 Certified Nursing Assistants in 5 local high schools.
- Recognized by the State of WI Department of Workforce Development for a Best Practice at 2016 WIOA Roundtable.
- Nationally recognized in May 2016 for Earn & Learn academies including construction, healthcare & GED.

I would like to extend a special thank you to the Workforce Resource Board and the Workforce Development Board for providing us with the strategic initiatives and expertise needed to accomplish our goals. With our new WRI Board recently appointed, we enter 2017 with great enthusiasm and optimism. None of our achievements in 2016 could have been accomplished without the commitment, energy and hard work of our staff and partners. I am grateful for the opportunity to be of service to them. We anticipate another year of growth and success.

Thank you all for your support.

Respectfully,

Debra Leslie  
Chief Executive Officer  
Workforce Resource Inc.

FINANCIAL STATEMENTS

Expenditures By Source  
June 30, 2016

	Total Award	Fiscal Year	Total Expenditures
<b>Workforce Innovation and Opportunity Act (WIOA)</b>			
Adult Program	\$ 1,328,785	\$ 721,360	\$ 1,234,020
Dislocated Worker Program	\$ 969,294	\$ 581,443	\$ 934,415
Youth Program	\$ 1,702,008	\$ 668,373	\$ 1,425,150
Administration	\$ 689,162	\$ 223,615	\$ 689,162
Dislocated Worker - Special Response/Rapid Response	\$ 895,984	\$ 228,999	\$ 643,109
National Emergency Grant - Training	\$ 278,300	\$ 66,054	\$ 255,900
Workforce Innovation Grant	\$ 248,088	\$ -	\$ 248,088
<b>Other Funding</b>			
Affordable Health Care Act	\$ 155,000	\$ 99,212	\$ 147,695
Bremer	\$ 50,000	\$ 50,000	\$ 50,000
CN - Canadian National Railway Company Stronger Communities Fund	\$ 15,268	\$ -	\$ 15,021
CVTC - Bridges to Healthcare	\$ 750,000	\$ 7,514	\$ 559,528
CVTC - IT	\$ 191,978	\$ 55,647	\$ 108,011
CVTC - ACT Healthcare	\$ 94,000	\$ 46,811	\$ 47,400
Department of Corrections - Windows to Work/Pipeline	\$ 141,933	\$ 64,844	\$ 134,860
Multi-County FSET Program	\$ 25,550	\$ -	\$ 21,197
Northern FSET	\$ 1,862,914	\$ 913,047	\$ 1,107,676
West Central FSET	\$ 3,050,676	\$ 1,961,567	\$ 2,325,564
Rutledge	\$ 50,000	\$ 9,050	\$ 9,050
State of Wisconsin Fast Forward Grants	\$ 561,306	\$ 65,942	\$ 364,754
State of Wisconsin Blueprint	\$ 127,777	\$ 86,377	\$ 92,002
WITC - Blueprint	\$ 39,665	\$ 21,969	\$ 23,576
State Refugee Services Program (Somali)	\$ 165,379	\$ 80,771	\$ 128,211
Union Pacific Railroad Foundation	\$ 20,000	\$ 11,284	\$ 17,297
Wisconsin Works (W-2) Program (2014 contract)	\$ 1,785,649	\$ 14,164	\$ 1,960,523
Wisconsin Works (W-2) Program (2015 contract)	\$ 1,804,678	\$ 892,875	\$ 1,712,368
Wisconsin Works (W-2) Program (2016 contract)	\$ 1,706,528	\$ 803,737	\$ 803,737
Regional Enrollment Network (REN) Outreach and Coordination	\$ 44,547	\$ -	\$ 32,894
Other Restricted	\$ 8,120.00	\$ 662	\$ 3,907
<b>Corporate</b>		\$ 409,176	
<b>Total Expenditures</b>		<b>\$ 8,084,494</b>	

**FINANCIAL STATEMENTS**

**Statement of Financial Position**  
June 30, 2016

<i>Assets</i>	
Current assets:	
Cash	\$ 390,524
Grants Receivable	1,351,274
Accounts Receivable	31,546
Prepaid Expenses	157,441
<b>Total current assets</b>	<b>1,930,785</b>
Property and Equipment, net	817,307
<b>TOTAL ASSETS</b>	<b>\$ 2,748,092</b>
<i>Liabilities and Net Assets</i>	
Current liabilities	
Accounts payable	\$ 213,773
Accrued payroll and related expenses	255,132
Accrued leave	239,641
Due to Fiscal agents	13,095
Deferred revenue	905
Grant funds received in advance	54,844
<b>Total current liabilities</b>	<b>777,390</b>
Unrestricted net assets	1,970,702
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 2,748,092</b>

**Statement of Activities**  
June 30, 2016

	Temporarily		Total
	Unrestricted	Restricted	
Revenue:			
Grant revenue	\$ 7,960,619	\$ 0	\$ 7,960,619
Rent revenue	68,872	0	68,872
Interest and miscellaneous	358,092	0	358,092
<b>Total revenue</b>	<b>8,387,583</b>	<b>0</b>	<b>8,387,583</b>
Expenses:			
Program activities:			
Training	6,819,697	0	6,819,697
Participant support	286,529	0	286,529
Building rental operations	359,070	0	359,070
<b>Total program activities</b>	<b>7,465,297</b>	<b>0</b>	<b>7,465,297</b>
Management and general			
Management and general	609,471	0	609,471
Fund-raising	9,727	0	9,727
<b>Total expenses</b>	<b>8,084,494</b>	<b>0</b>	<b>8,084,494</b>
Change in net assets	303,089	0	303,089
Net assets - Beginning of the year	1,667,613	0	1,667,613
<b>Net assets - End of the year</b>	<b>\$ 1,970,702</b>	<b>\$ 0</b>	<b>\$ 1,970,702</b>

**WORKFORCE RESOURCE BOARD OF DIRECTORS**

**Current Board of Directors**

James "Jess" Miller  
Barron County

Anson Albarado  
Chippewa County

Joe Waichulis  
Clark County

Steve Rasmussen, Vice Chair  
Dunn County

Colleen Bates, Chair  
Eau Claire County

Dwight Jelle  
Pepin County

Ben Plunkett  
Pierce County

Larry Jepsen  
Polk County

Roger Larson  
St. Croix County

**Incoming Board of Directors**

Todd Breneman  
Plant Manager  
Cummins Filtration, Neillsville

David Seitz  
Human Resources Representative  
Jennie-O Turkey Store, Barron

Jeremy Kiley  
Regional Director of Operations  
Dove Healthcare, Chippewa Falls

Lori Moen  
Safety & Compliance Manager  
Monarch Paving Company, Amery

Teresa Ritzinger  
Human Resource Manager  
Presto Absorbent Products, Eau Claire

Diane Cable  
Director  
Eau Claire Human Services, Eau Claire

Brad Gingras  
Director  
Northwest WI AHEC, Superior

**WORKFORCE RESOURCE LEADERSHIP STAFF**

**Executive Team**

Debra Leslie  
Chief Executive Officer

Richard Price  
Chief Information Officer

Bambi Penning  
Chief Financial Officer

**Program Managers**

Jody Conner  
W-2 Program Manager

Merry Lienau  
WIOA Program Manager

Marianne Guntner  
FSET Program Manager

**WIOA PROGRAM**

The adage is well-known to those who work for Workforce Resource: “It’s never too late to become what you might have been.” Some employees hang the saying in an office painting or poster. Some just hold the idea close to help those who enter the Job Centers seeking assistance. Regardless, the organization’s case managers and staff members witness the truth of the statement on a continuous basis. Such is the case of Angela.

Angela, a mother of five children, enrolled in the Workforce Innovation and Opportunity Act (WIOA) Adult Program in March of 2014 with the original hope of becoming a certified nursing assistant. The broader intention was to pursue and complete the Respiratory Therapy program at Chippewa Valley Technical College (CVTC).

The Respiratory Therapy program is particularly demanding, not only in academics and content but in time and travel. Angela spent many hours traveling, staying overnight at various trainings around Minnesota and Wisconsin to gain the experience needed to be a successful Respiratory Therapist. Through the WIOA Adult Program, Workforce Resource assisted Angela with tuition, books, mileage, travel costs, scrubs, shoes, supplies and exam fees.

Angela graduated in May of 2016 with a 3.46 GPA and was offered a full-time, first-shift respiratory therapy position with the UW-Hospital in Madison before she even completed her final semester. She has since moved to the Madison area with her family. Angela is now making \$25.80 an hour with full benefits and absolutely loves her new career.

**Did you Know:**

- Workforce Resource exceeded all WIOA Performance Measures for Program Year (PY) 2015. Out of 11 Workforce Development Areas in the state of Wisconsin, West Central Wisconsin (Region #8) ranks #1 in the state for WIOA PY15 performance.
- In PY 2015, WIOA served 1,265 individuals in the nine county Workforce Development Area. Of those, 432 were Adults, 441 were Dislocated Workers and 392 were Youth.
- WIOA funding was used to train 464 participants in the following occupational sectors:  
Healthcare Practitioners, Technical and Healthcare Support  
Manufacturing  
Office and Administrative Support  
Installation, Maintenance and Repair  
Transportation and Material Moving  
Construction and Extraction
- WIOA provided 202 participants with Work-Based Training.

**PARTNERSHIPS**

The partnership between Workforce Resource Inc. and the Division of Vocational Rehabilitation (DVR) continues to grow. That growth was apparent this past summer when the organizations partnered to put on the Summer Youth Career Exploratory Academy in multiple West Central Wisconsin counties.

For two weeks, 29 consumers between the ages of 16 and 21 participated in hands-on activities hosted in the counties of Clark, Dunn, Eau Claire and Chippewa. The participants explored in-demand careers in preparation for entering the workforce. Additional topics covered allowed participants to: assess their strengths and barriers; learn about and gain team-building skills; discover their transferrable skills; develop resumes; learn about and practice interviewing; and discover how to disclose disabilities. The academy also included guest speakers, as well as tours of businesses and technical colleges.

Upon completing the academy, consumers spent the next six weeks applying their skills and knowledge at local worksites. The participants worked 20 hours per week at a worksite that was of interest to them based on their career goal. During this time, the youth were able to gain a paycheck while also accumulating valuable work experience and references to help build their resumes.

Between the four counties, more than 38 businesses participated. During the experience, Workforce Resource was able to provide consumers with job coaches to assist them in learning new skills and to ensure their success. Weekly communication reports were provided to DVR case managers and staff. These reports evaluated the youth in terms of attendance, punctuality, work initiative, interaction with co-workers and supervisors, and attire and grooming. This documentation provided valuable information to the case managers. Plans are underway for a similar academy in 2017.

**2014-2015 SPONSORS AND FINANCIAL SUPPORTERS**

- |  |   |
|--|---|
| Affordable Care Act                        | State of WI Dept of Children and Families         |
| Barron Co. Dept of Health & Human Services | State of WI Dept of Corrections                   |
| Barron Safe and Stable Families Coalition  | State of WI Dept of Human Services                |
| CESA 10                                    | State of WI Dept of Workforce Development         |
| CESA 11                                    | U.S. Dept of Health and Human Services            |
| Chippewa County Human Services             | U.S. Dept of Labor                                |
| Chippewa Valley Technical College          | Union Pacific Railroad Foundation                 |
| Community Foundation of Chippewa County    | Wisconsin Fast Forward                            |
| Dunn County Human Services                 | Wisconsin Fast Forward - Blueprint for Prosperity |
| Edward and Hannah M. Rutledge Charities    | Wisconsin Indianhead Technical College            |
| Manufacturing Works/Gold Collar Careers    | Workforce Innovation Fund                         |
| Otto Bremer Foundation                     |   |



BLUEPRINT FOR PROSPERITY GRANT

Through innovative workforce development ideas and supporting grant funding, Workforce Resource has witnessed the power of collaboration in assisting both job seekers and employers fill their needs. One such example of this is the Dual Enrollment Academy that was created and implemented in the St. Croix Valley as a result of funding awarded from the State of Wisconsin’s Blueprint for Prosperity grant.

Wisconsin’s Office of Skills and Development awarded Blueprint for Prosperity funds to Wisconsin Indian-head Technical College (WITC) to execute a welding program that was formed in partnership with local school districts, area employers and Workforce Resource.

During the course of the program, 14 students from area schools – St. Croix Central, New Richmond, Somerset, Amery, Hudson and Osceola – spent a few hours each morning at New Richmond High School working towards earning credit in the one-year welding technical program at WITC. Students who completed the academy earned stacked credentials in Shielded Metal Arc Welding, along with Gas Metal Arc Welding. They also received their OSHA 10 certification and earned anywhere between 10-34 credits toward the welding program.

Workforce Resource employees worked closely with the students and the instructors to make sure the academy was successful. Case managers assisted students in developing their resumes. Mock interviews were hosted by both WITC and New Richmond High School and students also completed mock weld tests in order to prepare for their final exams. OEM Fabricators, Northern Metal Fab, Schaffer Manufacturing and GEA all participated in helping the students prepare for the world of work. It was a great collaboration that resulted in 14 students growing their knowledge and interest in the manufacturing sector and gaining entry level skills for a potential career in welding.



WIOA PROGRAM & HEALTHCARE ACADEMY

Testimonials are often the best form of advertising. Take, for example, the story of Brandi. She was referred to Workforce Resource by her stepmother, Cami, who had worked with the agency in the past, participating in the Bridges to Healthcare and Workforce Investment Act (WIA) Adult programs. Cami knew the staff members in the Chippewa County Job Center and understood how the offered services could benefit her stepdaughter.

Brandi was living with her stepmother and father after leaving Missouri where she worked in food service to provide for her small family. A single mom with two young daughters to provide for, Brandi knew she had to find a way to increase her earning potential. Brandi signed up for a nursing assistant class, paid for with some of the last of her savings. She was reluctant to ask anyone for help, but was very interested in participating in the Healthcare Academy through Bridges to Healthcare because of her interest in pursuing a career in nursing. Brandi also needed some assistance with travel and child care expenses while attending the academy, so she enrolled in the Workforce Innovation and Opportunity Act (WIOA) Youth program as an Out-of-School Youth and began the healthcare academy the following week.

WIOA helped with reimbursing her mileage to attend the academy and covered the cost of daycare for her children during class time. She also received help in paying for the academy’s CPR training and the required textbook for the course. Having thoroughly enjoyed the academy, she stated, “I would do it a hundred times if I could,” after the two-week session ended.



In June, Brandi began her nursing assistant training at Wissota Health and Regional Vent Center in Chippewa Falls. While she attended training, Workforce Resource assisted her in purchasing her required uniforms. She studied hard to successfully complete the class and pass the Wisconsin Nurse Aide Competency Test. Her hard work paid off not only in completing the class and becoming certified, but also in gaining full-time employment with

Wissota Health in July, 2015. Brandi has plans to save her money to purchase a house for herself and her daughters and continue her education to become a registered nurse.

**W-2 & WIOA PROGRAMS CO-ENROLLMENT**

Octavia, a single mother of three children, came to Workforce Resource Inc. (WRI) in March of 2016. She had lost her job at an assisted living facility two months prior to entering the Job Center. Despite her experience in the field, she was having a difficult time finding new employment in the local adult family homes and was struggling to make ends meet.

She decided to apply for the Wisconsin Works (W2) program for both financial and employment assistance. Octavia met with a case manager for the program to discuss the opportunities available to her, and they developed a plan together. Octavia knew that she liked working with people and wanted to continue providing care to others. She felt that becoming a certified nursing assistant could help her be more marketable to employers and boost her wages.

In order to help her reach her goal, Octavia was co-enrolled in the Workforce Innovation and Opportunity Act (WIOA) Adult Program. Due to the high demand for CNAs in the Eau Claire area, Workforce Resource had recently formed a partnership with Grace Lutheran to give the individuals enrolled in its programs a unique opportunity for obtaining this training. Support dollars from the program were able to fund Octavia's CNA training classes, clothing, and her exam fees to become certified upon completion. On top of WRI covering the cost of her training, she also earned a wage while she was participating in the training. Octavia completed the training in April and passed her exam to become state certified in July.

After she finished her training, Octavia began looking for employment that would put her new knowledge and skills to good use as well as work with the needs of her family. She was offered a job with Grace Lutheran contingent on her passing her exam. Octavia originally accepted this offer but then had to turn it down due to lack of childcare for the hours she would need to work. She began working at the Wisconsin Veterans' Home, but again found that this location was just not the right fit for her.

Finally, she found the position she had been seeking. She was offered employment with Serving Hands as a Service Coordinator where she received a starting wage of \$15 per hour. In this position, she is responsible for facilitating and overseeing the staff for five area group homes. In the future, Octavia hopes to attend Chippewa Valley Technical College and become a registered nurse.

**FSET PROGRAM**

A 76-year-old go-getter, Beatrice entered the Washburn County FSET Office in March of 2016 and enrolled in the FoodShare Employment and Training (FSET) program. Her primary goal was to find and secure a labor-intensive job that satisfied her want and need to work.

Beatrice worked diligently with both her case manager and her Work Readiness Specialist (WRS) looking for work. With their assistance, she developed a professional and effective resume that highlighted her experience. She also received guidance on how to complete employment applications and how to look for jobs online.

Shortly after her search began, Beatrice was hired by McCain Foods. Her daily commute was 80 miles round-trip. Two weeks after starting work, Beatrice encountered a minor setback. She realized she could not physically perform her job duties so she had to resign from her position with McCain Foods.

Beatrice did not let that stop her. She once again started job-searching and eventually applied to Sanmina in Turtle Lake. She was selected for an interview, and Sanmina hired her on the spot during the interview. Again, travel did not deter Beatrice. She now drives 120 miles round-trip. She works 28 hours per week and makes a good wage. Beatrice enjoys her work and is thankful for the help she received through the FSET Program.

**FSET & WIOA PROGRAMS CO-ENROLLMENT**

For Julie, a classic life moment occurred when trying to move forward, she examined her past and decided to go in a completely different direction. This led to a new and exciting career path.

Julie entered the Clark County Job Center in January to learn about the FoodShare Employment and Training (FSET) program. She had worked a number of jobs in the manufacturing industry in the past but was not excited to return to a career in manufacturing.

Working with the Clark County FSET staff, Julie completed a career interest and aptitude assessment and realized that pursuing a path in the field of medical coding was a good fit. She developed an employment plan that included continuing to work part-time as an office assistant at Chippewa Valley Technical College to build on her work experience and strengthen her academic skills.

Julie was also placed at two different worksites to help her gain even more experience. She was eventually co-enrolled in the Workforce Innovation and Opportunity Act (WIOA) Adult Program to assist her with tuition as she started attending medical coding classes offered by Mid State Technical College. Julie is currently attending part-time and has gained the confidence and support necessary to pursue full-time studies in a few weeks. She is happy with her plan and excited for the future.