

WRI 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

24467 State Rd. 35/70, 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
403 3rd Avenue West, Durand, WI 54736
715-672-8801

Polk County

Polk County Job Center
317A Main St., Balsam Lake, WI 54810
715-485-3115

Price County

126 Cherry Street, Room 1, 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
704-B N. Main Street, River Falls, WI 54022
715-426-0388

Sawyer County

15612 Windrose Lane, Suite 200, Hayward, WI 54843
855-792-5439

Taylor County

508 S. 8th Street, Suite C, Medford, WI 54451
855-792-5439

Washburn County

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



Workforce Resource Inc. is an equal opportunity service provider. If you need assistance to access language services or other services or need materials in an alternate format, contact our EO officer, Kathy Talford, at 1-877-711-9390 Ext. 1011. WRI uses WI Relay 711.

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2018-2019
Annual Report

Empowering People Through Employment



LETTER FROM THE WORKFORCE RESOURCE CEO

Dear Valued Friends,

Another year has passed and Workforce Resource Inc. (WRI) continues to grow and expand its services to those in need. With our presence felt in 21 counties, we are proud to report WRI has secured another five-year contract with Independent Living for \$575,000 through the Department of Children and Families. This contract will provide twelve counties with needed services for their youth aging out of the foster care system.

In February of 2019, WRI acquired YouthBuild, a \$1.1 million federal grant serving Chippewa, Eau Claire and Ashland counties. YouthBuild services unemployed young people who left high school without a diploma and allows them to reclaim their education, gain the skills needed for employment, and become leaders in their communities. YouthBuild allows WRI to partner with employers in the communities it serves, including Western Dairyland and Northwest CEP, both engaged in the mission of breaking the cycle of poverty with a commitment to work, education, family, and community.

Because we pride ourselves on performance, we are happy to announce that WRI met or exceeded all WIOA Performance Measures in the State of Wisconsin (performance results October 2019). FoodShare Employment and Training Performance in West Central and Northern Wisconsin ranked second and third in the state, respectively, exceeding all performance measures for this year (performance year ends September 30, 2019).

WRI was also awarded a \$41,244 Public Service Commission grant, which allowed us to purchase 250 smart phones (with data cards); we provided these to WRI customers spanning 16 counties to assist them with their job search efforts. We will plan to have success stories in next year’s Annual Report regarding their job search efforts!

The important work we do is made possible by our engagement with the local communities, and the commitment and dedication of the WRI staff. The key to our success is ensuring a stronger collaboration with other stakeholders and organizations that understand the challenges and solutions involved to create a thriving community in which we live, work and play.

Workforce Resource. Inc. is grateful to all those who help us accomplish our mission including the partners, the staff, the state/federal stakeholders, and the WRI Board. Thank you for the opportunities we have had over the past years. We are looking forward to continued collaborations and success within the communities we serve. Happy Holidays!

Warm regards,

Debra Leslie
Chief Executive Officer

Financial Statements

Expenditures By Source
Year Ended June 30, 2019

		**Total Award	Fiscal Year	Total Expenditures
WIOA*	Adult Program	\$ 760,855	\$ 346,400	\$ 661,368
	Dislocated Worker Program	\$ 750,221	\$ 382,406	\$ 657,315
	Youth Program	\$ 1,377,381	\$ 460,193	\$ 1,044,638
	WIOA One Stop	\$ 48,895	\$ 48,895	\$ 48,895
	Dislocated Worker - Special Response/Rapid Response	\$ 531,977	\$ 168,565	\$ 358,769
Other Funding				
	Affordable Health Care Act	\$ 57,315	\$ 17,391	\$ 51,510
	Department of Corrections - Windows to Work/Pipeline	\$ 81,000	\$ 77,429	\$ 77,429
	WDB Re-Entry	\$ 57,587	\$ 46,421	\$ 46,421
	Independent Living	\$ 257,539	\$ 155,860	\$ 207,637
	Youth Build	\$ 1,100,000	\$ 58,010	\$ 58,010
	Northern FSET	\$ 1,950,796	\$ 898,016	\$ 1,583,426
	West Central FSET	\$ 3,498,912	\$ 1,662,496	\$ 2,971,810
	United Way Chippewa Valley	\$ 50,000	\$ 50,000	\$ 50,000
	Rutledge	\$ 75,000	\$ 28,898	\$ 75,000
	State of Wisconsin Fast Forward Grants	\$ 340,842	\$ 86,696	\$ 155,506
	Public Service Commission	\$ 41,224	\$ 32,598	\$ 32,598
	Senior Community Service Employment Program (SCSEP)	\$ 725,532	\$ 718,095	\$ 718,095
	State Refugee Services Program (Somali)	\$ 114,000	\$ 48,311	\$ 89,349
	Wisconsin Works (W-2) Program (2018 contract)	\$ 2,456,413	\$ 1,115,265	\$ 1,921,893
	Wisconsin Works (W-2) Program (2019 contract)	\$ 2,764,822	\$ 1,073,773	\$ 1,073,773
	Other Restricted	\$ 229,452	\$ 213,463	\$ 314,577
Corporate			\$ (218,361)	
Total Expenditures			\$ 7,470,820	

*Workforce Innovation and Opportunity Act

**Total award may include multiple years.

Workforce Resource Inc.

Annual Report July 2018—June 2019

Financial Statements

Statement of Financial Position
Year Ended June 30, 2019

<i>ASSETS</i>	
Current Assets:	
Cash	\$ 1,636,872
Grants Receivable	1,131,877
Accounts Receivable	203,155
Prepaid Expenses	86,224
Total current assets	3,058,128
Property and Equipment, Net	750,974
TOTAL ASSETS	\$ 3,809,102
<i>Liabilities and Net Assets</i>	
Current liabilities	
Current portion of settlement payable	\$ 49,471
Accounts payable	105,891
Accrued payroll and related expenses	111,286
Accrued leave	250,091
Due to Fiscal agents	111,518
Grants received in advance	35,797
Total current liabili-	664,054
Long-term liabilities Settlement Payable	47,884
Total liabili-	711,938
Net assets	
Without donor restrictions	\$ 71,735
Without donor re- strictions—grant	3,025,429
Total without donor re-	\$ 3,097,164
TOTAL LIABILITIES AND NET ASSETS	\$ 3,809,102

Statement of Activities
June 30, 2019

<i>UNRESTRICTED</i>	
Revenue	
Grant Revenue	\$ 7,689,181
Rent Revenue	30,920
Other Revenue	413,299
Total Revenue	8,133,400
Expenses	
Program activities	
Workforce development	\$ 6,832,786
Building and Operations	43,476
Total program activities	6,876,262
Management and general	\$ 522,100
Fund-raising	72,458
Total expenses	7,470,820
Change in net assets	\$ 662,580
Net assets - Beginning of the year	2,434,584
Net assets - End of the year	\$ 3,097,164

Workforce Resource Inc.

Annual Report July 2018—June 2019

WORKFORCE RESOURCE BOARD OF DIRECTORS

Jeremy Kiley, WRI Board Chair
Regional Director of Operations
Dove Healthcare, Chippewa Falls

Teresa Ritzinger, WRI Board Vice Chair
Director of Human Resources
Drylock Technologies Ltd., Eau Claire

Pamela Guthman, WRI Board Secretary/Treasurer
Clinical Assistant Professor
UW-Eau Claire, Eau Claire

Tom Wirth, Acting Director
Department of Human Services, Eau Claire County

Doug Olson
Chairman of the Board
Royal Credit Union, Eau Claire

Greg Beskow
Engineer III
Andersen Corporation, Menomonie

Brad Gingras
Director
Northwest WI AHEC, Marengo

WORKFORCE RESOURCE LEADERSHIP STAFF

Executive Team

Debra Leslie, Chief Executive Officer

Richard Price, Chief Information Officer

Kathy Talford, Human Resources Manager

Program Managers

Jody Conner
W-2 Program Manager

Michaela Stendahl
SCSEP Program Manager

Merry Lienau
WIOA Program Manager

Marianne Guntner
FSET Program Manager

Crystal Meier
Independent Living Program Manager

WIOA PROGRAM—DISLOCATED WORKER

Sarah enrolled in the Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker program in July of 2019 after being laid off from TTM. While she still worked part-time as a bus driver for Student Transit, Sarah wanted to expand upon her driving ability and continue doing similar work. After reviewing her interests and career goals with her Career Planner, Sarah decided to pursue a CDL A through Chippewa Valley Technical College’s (CVTC) Truck Driving program. As the sole income provider for her family, Sarah needed financial assistance to attend CVTC. Based on her need , WRI was able to pay for her Truck Driving training. She started class on August 26, 2019.

During her entire training, Sarah provided for her family by driving for Student Transit and collecting unemployment. She dedicated 30 hours a week to schooling and 24 hours a week to her job. Sarah was determined to succeed. Guided by her Career Planner, Sarah started to apply for jobs in early October. During one of her interviews, she impressed an employer so much she was offered a job on the spot. Unfortunately, the job did not offer benefits so she declined it. Sarah continued her job search. On October 30, 2019, Sarah graduated from the Truck Driving program at CVTC and obtained her CDL A license. Shortly after graduating, she received an offer of employment from EBY Brown. Sarah is driving semi trucks full-time making \$19.50 an hour.



INDEPENDENT LIVING PROGRAM

Taren found himself in and out of jail and being transferred throughout Ashland, Bayfield and Price Counties. He was never sure if he would have a roof over his head or if he would have food to eat. As a foster youth, Taren was introduced to the Independent Living Program (IL). This program helps foster youth 18 years and older who have aged out of foster care transition into adulthood. Taren recognized he needed help so he met with an Independent Living Career Planner to discuss his needs, his goals and his dreams.

During their meeting, Taren and his Career Planner created a plan to make some needed changes in his life. He was enrolled in multiple programs to leverage available assistance. These programs included the Independent Living Program, the FoodShare Employment and Training Program (FSET) and the Workforce Innovation and Opportunity Act (WIOA).

In order for Taren to find employment, he needed a driver’s license. FSET assisted him financially in securing a driver’s license. The next step was to find a job so he could support himself. Because he had little work history, finding a job was a challenge. Through WIOA, he was provided an opportunity for On-The-Job-Training (OJT) at Zifko’s Tire and Lube. Taren was able to learn his job through hands on experience while getting paid. Following completion of his OJT, Taren was hired by the employer.

Taren recognized education was the key to advancement. With the assistance of his Career Planner, Taren enrolled at WITC in Ashland and will start school in January 2020. Taren is excited for this next chapter in his life and is on the road to financial independence.

2018-2019 Sponsors and Financial Supporters

- | | |
|---|--|
| Affordable Care Act | Public Service Commission |
| Ann Marie Foundation | Restorative Justice |
| Barron County Dept of Health and Human Services | Senior Service America, Inc. |
| Burnett Community Mini Grant | St. Croix County Health and Human Services |
| Chippewa Falls Main Street | State of Wisconsin Dept of Children and Families |
| Chippewa Valley Technical College | State of Wisconsin Dept of Corrections |
| Community Foundation of Chippewa County | State of Wisconsin Dept of Health Services |
| Community Foundation of Dunn County | State of Wisconsin Dept of Workforce Development |
| Dunn County Human Services | U.S. Conference of Catholic Bishops |
| Eau Claire Community Foundation | U.S. Dept of Health and Human Services |
| Fairmount Santrol | U.S. Dept of Labor |
| Franciscan Sisters of Chicago | United Migrant Opportunity Services |
| Grow to Share | Watch Us Grow |
| Manufacturing Works/Gold Collar Careers | Women’s Giving Circle Dunn Cty |
| Mary Bradley Foundation | Wisconsin Fast Forward |
| Northwest Alliance | Wisconsin Indianhead Technical College |

YOUTHBUILD GRANT

In February 2019, the Department of Labor announced the 2019 YouthBuild grantees. Nationally, roughly 80 grants were awarded, including Chippewa Fresh Start YouthBuild (CFSYB). CFSYB is a unique tri-partnership between Workforce Resource, Inc., Western Dairyland Economic Opportunity Council and Northwest CEP. Workforce Resource, Inc., YouthBuild grant holder, operates many grants including the Workforce Innovation and Opportunity Act (WIOA) which provides participants with additional support funding. Northwest CEP administers the WIOA Program in NW Wisconsin and provides similar support. Western Dairyland EOC operates the Fresh Start program modeled after YouthBuild programming. The three agency sites include: Chippewa Falls, Ashland, and Eau Claire.

Despite the distance between the sites, CFSYB operates as one program, serving youth ages 17-24. Youth work toward completing their GED or High School Diploma, OSHA 10 Construction Training, CPR Training, Pre-Apprenticeship Certificate Training (PACT), and developing life and leadership skills, as well as learning residential construction on the job at the build site. Youth earn an AmeriCorps living allowance of \$60 per day for their full participation. Following completion of their term of service, they earn an education award of approximately \$3000; this can be applied toward post-secondary training. Staff work together daily to meet the needs of the students and advance their skills.

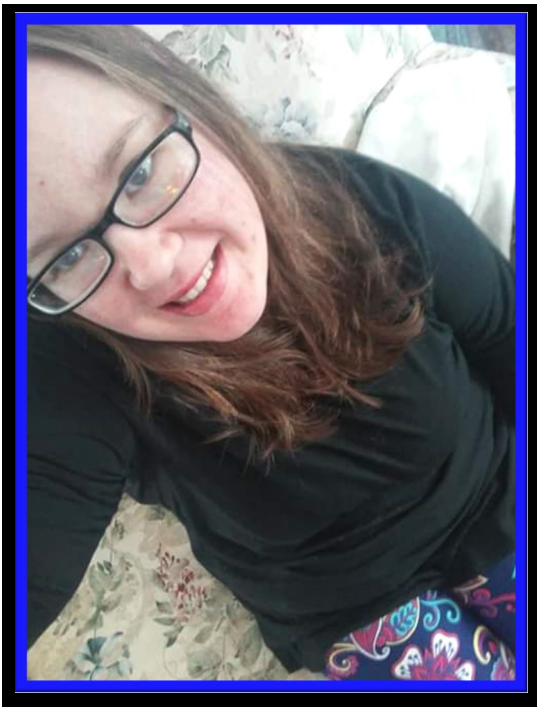


Partnerships are a vital element to a successful YouthBuild Program. Chippewa Valley Technical College (CVTC) refers incoming GED students to the program. Students who were unaware of the opportunity are excited to hear that they can get help attaining their GED, receive support and guidance on other goals, and gain construction experience all while earning a paycheck. Thus far one student, Chance, has completed his GED. Chance is now exploring career options including Apprenticeship.

WISCONSIN WORKS (W2) PROGRAM

Sometimes great changes take place, but it doesn't happen overnight. Kate needed TANF/W-2 benefits off and on following the birth of her first child in late 2014. Over the next five years she dealt with various health, homelessness, and day care issues as she had two more children including one with special needs. Employment was often short-lived, and she was, by her own admission, not making forward progress.

Her turnaround started six months ago when her WRI Case Manager helped her find and finance child care. She then started Kate in a work experience at the front desk of the Superior Job Center. In the process of learning new skills, Kate discovered she liked working with the public. Out of that came a determination to succeed. "You could see her self-awareness growing in the form of dressing for success, making good impressions, better communications, and a concern for people in situations similar to her own," said her Case Manager. There were limits to what she could learn while working so Kate developed her own contacts which led to a 35-hour per week internship at the Harbor House Crisis Center. There she gives tours, manages donations, assists residents to settle into the shelter, and provides support for staff and their counseling sessions.



Recently, Kate earned a formal paid job offer from Harbor House which will start in January. After years of transitional housing and shelters, she found an apartment on her own, but it is across the bridge in Duluth so she just became a Minnesota resident.

"You guys were wonderful. If it weren't for you guys, I would probably still be in the same boat as before. My Case Manager was awesome for resources and a great source of support," said Kate. "Watching her growth has been amazing. We are so proud of her," said her Case Manager.

WELDING PRE-APPRENTICESHIP ACADEMY

Workforce Resource Inc. (WRI) is committed to building and enhancing the skill sets of individuals in our community through short term training opportunities. Manufacturing Works, a nonprofit organization operating under the West Central WI Workforce Development Board and supported by WRI, was awarded a Union Pacific grant to train and upskill individuals in the area of welding by developing and implementing a welding training designed as a pre-apprenticeship. The goal was to prepare individuals to be successful within a Registered Apprenticeship or a more traditional welding training pathway through the local technical college. The pre-apprenticeship included support from an employer participating in Registered Apprenticeship and direct welding related instruction through a local technical college.

This past year, WRI on behalf of Manufacturing Works, hosted two Welding Pathways’ Academies designed to provide students with the necessary resources to explore careers within the welding sector. The trainings were six to eight weeks in length and offered students an interactive and hands-on approach to career exploration. The trainings took place at Workforce Resource’s Training Center and Chippewa Valley Technical College (CVTC) in Eau Claire, WI. Students were recruited from WRI and partner agency programs.

Students had the opportunity to work hands-on with welding simulators through Realityworks, as well as work in the welding lab at CVTC. Through partnerships with local businesses, students were invited to tour local welding facilities and be introduced to specific positions within the welding sector. Students toured Veritas Steel and received information on the welding registered apprenticeship opportunities within the company. They also toured CURT Group as well as listened to guest speakers from PMI Industries and other employers. Upon completion of the academies, students could earn a nationally recognized pre-apprenticeship certificate, an OSHA 10 certification and/or up to two college credits towards the welding program at CVTC.

A total of 11 individuals were trained and received credentials. Many students received job offers and are now currently working in a welding related career or attending CVTC.

FSET AND W2 PROGRAMS

Christy came to Workforce Resource unemployed and homeless. She was immediately enrolled in the FSET and W2 Programs. After living with a relative for a period of time, she was soon homeless again. Her Career Planner immediately referred her to a domestic abuse shelter. Christy moved into the shelter with two of her four children. She did not have custody of her other two children but wanted to get custody back.

Eager to support herself and her family, Christy continued to work with her Career Planner. She attended employment workshops to assist with her job search. Christy applied at Express Employment Professionals, a local temporary employment agency. She was hired full-time at Polaris in July 2019 earning \$15.80 per hour. Christy did not miss a day of work and her dedication paid off when she earned a bonus.

The next step for Christy was to secure more permanent housing. Christy was hopeful she would get custody back of her children so she needed to find a home big enough for all of them. Christy’s Career Planner referred her to low income housing. She was thrilled when she found a house for rent that she could make home. Soon after, Christy got custody back of her other two children. Christy continues to work full-time at Polaris and her children are attending school.



SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP)

David began training in the Senior Community Service Employment Program (SCSEP) in 2016. Prior to enrolling in the training program, David served in the National Guard and for many years worked as a lab technician until the business he was working at closed. When David enrolled in SCSEP, different host agency sites were presented to him as sites in which he could train. David chose Hope Gospel’s Building Hope as a site in which he wanted to learn new skills. While training at Building Hope (a building materials reuse center), David worked in production in the various areas of the store with a focus of repairing electrical items. As David’s time in the SCSEP program increased, he worked on establishing better customer relation skills and serving as a trainer for new SCSEP participants.

While enrolled in the SCSEP program, David participated in various work readiness training workshops, job clubs and job fairs and applied to unsubsidized employment opportunities in the community. In October, David was officially hired at Building Hope working in production. Mark Wathke, site manager with Building Hope indicated, “Dave is a dependable and hard-working individual who clearly cares about his job, the people he works with, and the company overall. He is a valuable member of our team and a pleasure to work with.” Workforce Resource, Inc. is excited to have him continue his work at Building Hope and mentor future SCSEP participants.