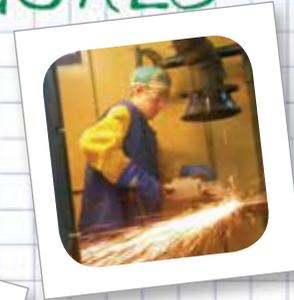


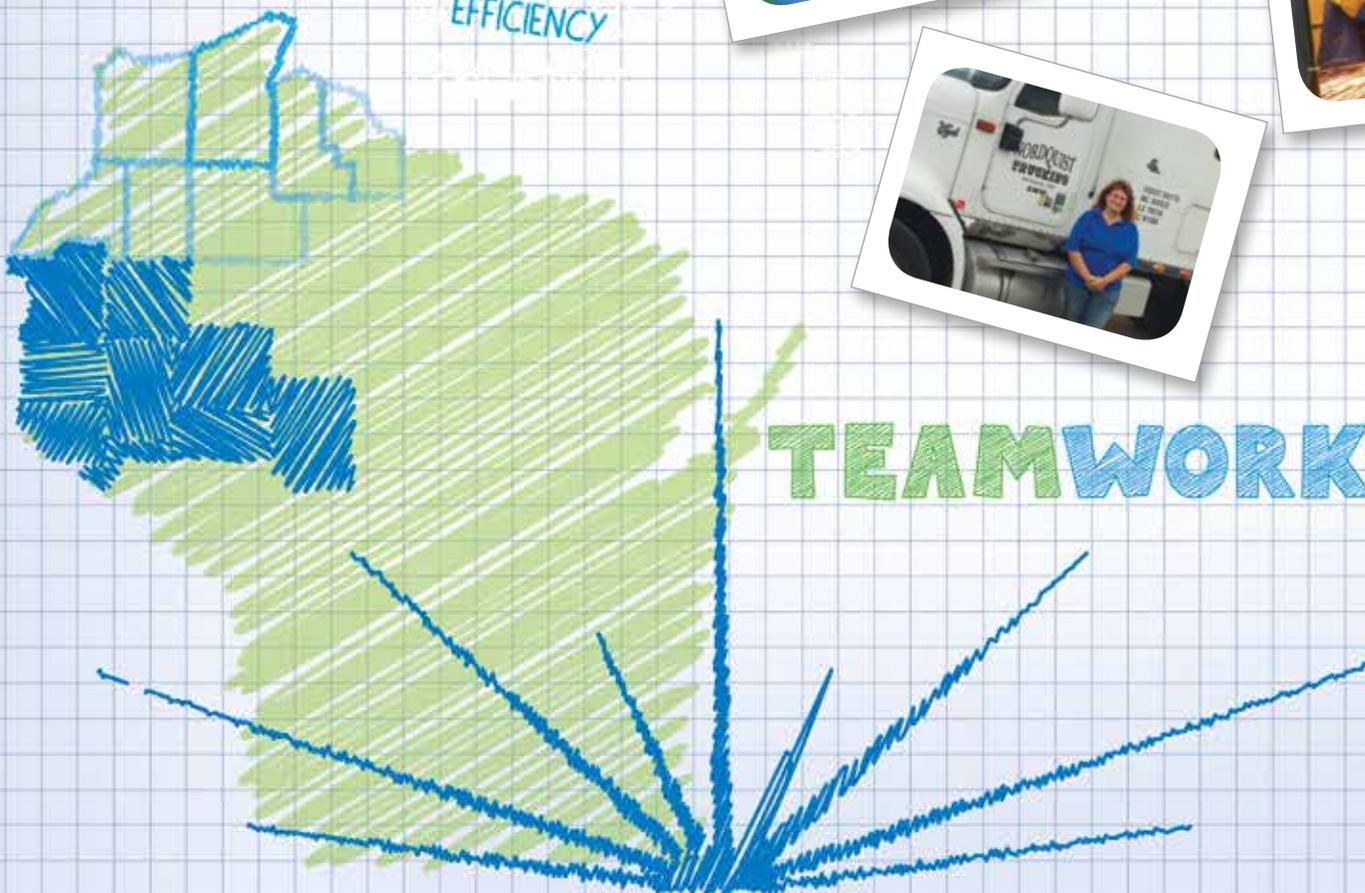
Annual Report July 2014 – June 2015

Blueprint for Success

INNOVATION



TEAMWORK



West Central Wisconsin Workforce Resource



Letter from the Chairs

To the citizens, employers, elected officials of West Central Wisconsin

Workforce Resource, Inc., the West Central Wisconsin Workforce Development Board and County Boards' Consortium invite you to take note of our "Blueprint for Success."

Conceived some thirty-two years ago, this Blueprint has served West Central Wisconsin well due to its sound design concepts which have allowed creative leadership to adapt to the region's continually evolving opportunities and challenges. Having been instrumental in the region's weathering of the recent severe recession and now being strategically well positioned to respond to a rebounding economy, the Blueprint for the West Central Wisconsin Workforce Development system has shown the capacity to successfully adapt to the entire range of economic challenges.

Among those challenges is the adaptation to a new legislative environment brought about by the passage of the Workforce Innovation and Opportunity Act (WIOA) which seeks to:

- Increase access to and opportunities for the employment, education, training, and support services needed to succeed in the labor market.
- Support alignment of workforce investment, education and economic development systems
- Improve the quality and labor market relevance of workforce investment, education, and economic development efforts
- Provide America's workers with the skills and credentials necessary to secure and advance in employment with family-sustaining wages
- Provide America's employers with the skilled workers the employers need to succeed in a global economy
- Promote improvement in the structure of and delivery of services through the United States workforce development system to better address the employment and skill needs of workers, job seekers, and employers
- Increase the prosperity of workers and employers in the United States, the economic growth of communities, regions, and States, and the global competitiveness of the United States.
- Provide workforce investment activities, through statewide and local workforce development systems, that increase employment, retention, and earnings, increase attainment of recognized postsecondary credentials, improve the quality of the workforce, reduce welfare dependency, increase economic self-sufficiency, meet the skill requirements of employers, and enhance the productivity and competitiveness of the Nation.

You will find that all of these objectives were thoroughly embodied in the West Central Wisconsin Blueprint for Success well before the enactment of WIOA. Additionally, the following critical design concepts put in place many years ago, have made the West Central Wisconsin system particularly well suited to such past and future challenges:

- One-Stop Job Centers strategically located to serve each of the region's nine counties
- Workforce professionals located in each Job Center trained to meet the ever changing demands of job seekers and employers
- Flexible resources and systems designed to readily adapt to often unpredictable needs of individuals, employers and communities
- Demand-driven services based upon the assessed needs of individual job seekers and employers
- Collaborative Partnerships which have integrated a comprehensive array of Workforce Development services with education, economic and community development resources to address the needs of job seekers, employers and communities in an holistic manner
- Outcome based services with success measured by state-of-the-art performance tracking systems

For Program Year 2014, you will note in this report over \$6,651,133 of investments resulting in opportunities for: 611 Adults, 576 Dislocated Workers, 317 youth under WIA; an average of 627 individuals served per month under Wisconsin Works-W2; 50,875 Job Center visitors; 2,400 area youth exploring opportunities through Career Venture; and 984 unique area employers receiving workforce services. West Central's WIA performance resulted in exceeding 6 of the 9 federal performance benchmarks and meeting the remaining 3 standards.

Please take this opportunity to review the individual "Blueprints for Success" which exemplify the overall successes that have been achieved throughout this highly successful year. We are pleased to have continued to improve upon the overall Blueprint which has served the region's employers and job seekers so well for over three decades. This report should assure the constituents of this service area that the resources entrusted to us have been and will continue to be invested wisely to innovate and expand opportunity for those we serve.

Timm Boettcher, Chair - Workforce Development Board
Colleen Bates, Chief Elected Official - Workforce Resource Board, Chair Elect
Clarence "Buck" Malick, Chair - Workforce Resource Inc. Board
Richard Best, Chief Executive Director - Workforce Development Board
Deb Leslie - Chief Executive Officer - Workforce Resource Inc.

West Central Wisconsin Workforce Resource



Workforce Development Board

Business Representatives

Bev Bernier	3M – Menomonie
Patti Audorff	Walmart Transportation - Menomonie
Lisa Fiore	Manpower - Eau Claire and Menomonie
Timm Boettcher	Realityworks, Inc. – Eau Claire
Matthew Flannery	Bremer Bank – Eau Claire/Regional
Kevin Larson	Spring Valley Senior Living & Health Care - Spring Valley
Dave Dobosenski	St. Croix Regional Medical Center - St. Croix Falls
S. Mark Tyler	OEM Fabricators, Inc., - Woodville and Neillsville
Clarence (Buck) Malick	Malick Law Firm – Hudson
Alison Page	Baldwin Medical Center-Baldwin
Betty Laskowski	Royal Credit Union – Eau Claire/Regional
James Hanke	Xcel Energy - Regional

Labor

Russell Boos	United Association Local 434
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Education

John Will	Wisconsin Indianhead Technical College
Bruce Barker	Chippewa Valley Technical College
Chris Smith	UW-Stout/Outreach Services
Jerry Walters	CESA #11

Community Based Organizations

Peter Kilde	WestCAP
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Economic Development

Lynn Nelson	West Central WI Regional Planning Commission
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Job Center Partner Agencies

Richard Best	Workforce Resource, Inc.
Steve Blodgett	Job Service
Susan Andreo	Unemployment Insurance
Randy Sommerfeld	Division of Vocational Rehabilitation

County Boards' Consortium

Barron County	James (Jess) Miller
Chippewa County	Paul Michels
Clark County	Joe Waichulis - designee for Chair, Wayne Hendrickson
Dunn County	Steve Rasmussen
Eau Claire County	Colleen Bates - designee for Chair, Gregg Moore
Pepin County	Pete Adler
Pierce County	Ruth Wood - designee for Chair, Jeff Holst
Polk County	Larry Jepsen - designee for Chair, William Johnson IV
St. Croix County	Roger Larson

Workforce Resource, Inc. Board

Clarence (Buck) Malick	Malick Law Firm
Kevin Larson	Spring Valley Senior Living & Health Care
S. Mark Tyler	OEM Fabricators, Inc.
Chris Smith	UW-Stout/Outreach Services
Colleen Bates	Eau Claire County Board
Pete Adler	Pepin County Board
Steve Rasmussen	Dunn County Board

Area Youth Council

Tiana Glenna	Criminal Justice Collaborating Council
Renee Erickson	Girls Scouts of the NW Great Lakes
Nancy Graese	CESA #11
Robyn Thibado	Dunn County Housing Authority/West CAP
Candyce Lund	CESA #10
Barbara Landstrom	WI Indianhead Technical College/NW Tech Prep Council
Steven Yata Peinovich	Criminal Justice Coordinating Council – Pepin Council
Mary Susan Lohmeier	Parent Representative
Bruce Lee	Parent Representative
Kristy Riley Wittig	Parent Representative
Danielle Turner	Participant
Ben Spafford	Former Participant
Lisa Fiore	WDB Representative

For information Contact:

Workforce Resource, Inc.
401 Technology Drive E., Suite 100
Menomonie, WI 54751-2381
Phone: 715-232-1412 or toll free # 1-800-472-5522

West Central Wisconsin Workforce Resource



Blueprint for Success Through the WIA Adult Program

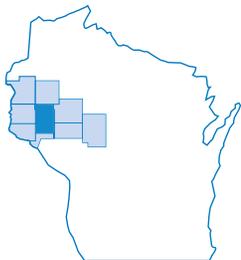
Chelsea was a part-time customer service worker at Village Cleaners, but she was interested in finding a job that was more stable and self-sustaining. That's when she decided to enroll in the Dental Assistant Program at Chippewa Valley Technical College (CVTC). But she needed help.

She was familiar with the Dunn County Job Center and potential available resources as she was already enrolled in the Wisconsin Works (W-2) program. In December of 2013, Chelsea enrolled in the Workforce Investment Act (WIA) Adult Program through Workforce Resource to receive tuition assistance for her training. Her case manager had her do an assessment of her skills and interests and confirmed that becoming a dental assistant would be a good fit for Chelsea. Based on area labor market information, it was also a good choice with regard to potentially finding work in the field.

Just weeks after enrolling in WIA services, Chelsea began classes at CVTC. She maintained her job at Village Cleaners as she had flexible hours and still needed to support her family. Chelsea also found time to volunteer at the local Moose Lodge, occasionally, helping out on Bingo Night.

Workforce Resource assisted Chelsea with the cost of her tuition and books. Chelsea maintained regular contact with her case manager, consistently providing updates on her training and job search. She started applying for jobs prior to graduation, and the effort paid off for Chelsea. She graduated from CVTC and started working for the Rural Health Dental Clinic in Menomonie shortly thereafter.

Chelsea is now making a competitive wage in a job she thoroughly enjoys, and she is thankful for the assistance she received from Workforce Resource.



Dunn County

401 Technology Drive, Menomonie
715-232-7360

January 2016

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10	11 Job Center Team Review Eau Claire County	12	13	14	15	16
17	18 Martin Luther King Day WRI Closed	19	20	21	22	23
24 31	25 Job Center Team Review Polk County	26	27	28	29	30



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Pepin County • 715-672-8801

Polk County • 715-485-3115
St. Croix Valley • 715-426-0388
(Pierce & St. Croix Counties)

Administration Office •
715-232-1412
Toll free # 1-800-472-5522

West Central Wisconsin Workforce Resource



Blueprint for Success Through the WIA Dislocated Worker Program

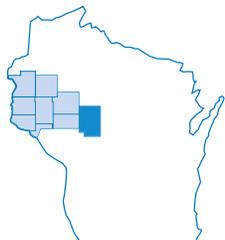
The truly amazing thing about working for Workforce Resource is that you often see the ideal of the “American Dream” play out before your eyes as you assist customers. Case managers and other staff members alike often adhere to the notion that hard work does pay off and good things happen for good people who put in the effort. One such story comes from the experience of Jesus, who was laid off from Michael Foods, Inc. in Abbotsford in September of 2011.

At the time of his layoff, Jesus was already attending courses part-time through Northcentral Technical College in Wausau, majoring in Criminal Justice. His long-term goal was to become a state patrol officer and being referred to Workforce Resource and the Workforce Investment Act (WIA) program after he was let go provided him further assistance in helping him get closer to obtaining that goal. On top of working fulltime and attending classes part-time prior to his layoff, Jesus was also caring for his younger nieces and nephews to help his family.

Through help from Workforce Resource and WIA, Jesus received assistance with tuition so he could continue to pursue his criminal justice degree. Workforce Resource staff members also helped Jesus with building his resume, looking for work and developing references. Jesus graduated from Northcentral Technical College on December 20, 2013, having maintained a grade point average of 3.7 or higher during his training. Then the work of finding work began.

He posted applications for a few local law enforcement agencies, and his case manager referred him to a job lead with Workforce Resource itself, potentially working as a Youth Employment Specialist. However, Jesus secured full-time employment in July of 2014 with Roehl Transport as a material handler, working fulltime while also still pursuing his ultimate goal of working in the criminal justice field.

Finally, in March of 2015, he secured part-time employment as a Patrol Deputy with the Clark County Sheriff’s Office. Later in the year, he was hired as a full-time Patrol Deputy. He is pleased to be working in his chosen career field, making a competitive wage with full benefits. Patience, persistence and hard work do pay off after all.



Clark County
501 Hewett St., Neillsville
715-743-4631



February 2016

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7	8 <i>Job Center Team Review</i> Clark County	9	10	11	12	13
14	15 <i>Job Center Team Review</i> St. Croix County	16	17 <i>Job Center Team Review</i> Pepin County	18	19 <i>Governance Meeting</i> Workforce Development Board County Boards' Consortium Youth Council	20
21	22 <i>Job Center Team Review</i> Barron County	23	24	25	26	27
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St. Croix Valley • 715-426-0388
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715-232-1412
Toll free # 1-800-472-5522



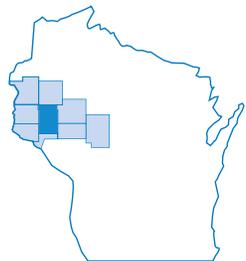
Blueprint for Success Through the WIA Dislocated Worker Program

When Mayo Clinic Health System outsourced its transcription department in October of 2014, the move resulted in job dislocation for 188 employees in both Northwest and Southwest Wisconsin, with 137 of those layoffs occurring in and around the Chippewa Valley. Kelly was one of those affected employees losing her job after working for 10 years at the Red Cedar Mayo Clinic in Menomonie.

But Kelly was proactive with regard to the looming layoff, enrolling in Workforce Investment Act (WIA) Dislocated Worker services in the July prior to the dislocation, creating and setting in motion a plan to transition into a new career. Kelly knew she wanted to stay in the field of healthcare but felt that she would like to be a pharmacy technician. She enrolled in Chippewa Valley Technical College's Pharmacy Technician program and began training even before her official layoff date.

Through WIA services, Workforce Resource assisted Kelly with tuition, books, required scrubs and mileage reimbursement while she drove from Menomonie to Eau Claire to participate in her courses. Kelly attended school while also maintaining a busy family life at home. She completed her program in May of 2015, graduating with honors after earning a 3.7 grade point average.

During her clinical, she enjoyed working in a hospital setting. She applied for and eventually accepted a position with Sacred Heart Hospital as a pharmacy technician even before she graduated. Kelly worked part-time as she finished up her final few weeks of school and transitioned to full-time status after graduation. Eventually Kelly accepted a position at Group Health Cooperative in Eau Claire and is processing pharmacy claims. This position feels like a mix of her pharmacy training and her transcriptionist experience. She is earning a solid wage with full benefits and enjoys her coworkers. Kelly is thankful for the assistance she received from Workforce Resource.



Dunn County
401 Technology Drive, Menomonie
715-232-7360



March 2016

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13	14 <small>Job Center Team Review Chippewa County</small>	15	16	17	18	19
20	21	22	23	24	25	26
27	28 <small>Job Center Team Review Dunn County</small>	29	30	31		



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715-232-1412
Toll free # 1-800-472-5522



Blueprint for Success Through the WIA Youth Program

Daniel was working at McDonald's in Durand when he decided to inquire about Workforce Resource services. He had a goal to complete welding training through Chippewa Valley Technical College. One year after enrolling in the Workforce Investment Act (WIA) Out-of-School Youth program, he secured full-time employment with Cardinal Glass in Menomonie.

It was in July of 2014 when Daniel enrolled in WIA services to assist with his training plans of becoming a welder. He had enjoyed taking welding courses in high school and thought it would be a good fit for him. Working with his Workforce Resource case manager, Daniel enrolled in the one-year welding program at CVTC. Workforce Resource helped Daniel with tuition, books and mileage as he pursued his degree.

Despite lacking confidence, Daniel did well in school, received good grades in his training, and graduated in the summer of 2015. He accepted a position with Cardinal Glass almost immediately following his graduation and started working there fulltime shortly thereafter. Although he was not hired as a welder, his skills helped him secure employment with a good wage and excellent benefits. Someday, Daniel may pursue his dream to become a welder.



Pepin County

316 W. Madison Street, Durand
715-672-8801

April 2016

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10	11 <i>Job Center Team Review</i> Eau Claire County	12	13	14	15 <i>Governance Meeting</i> Workforce Development Board County Boards' Consortium Youth Council	16
17	18 <i>Job Center Team Review</i> Polk County	19	20	21	22	23
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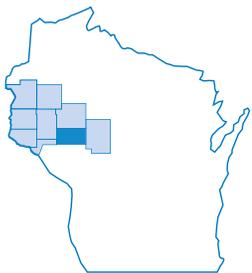
Blueprint for Success Through Career Venture

May 2, 2015, marked the 14th year of Career Venture and this year's occasion turned out to be one of the best attended and most successful in the event's history. Held at the Eau Claire Indoor Sports Center, Career Venture hosted over 2,400 students from 26 schools in West Central Wisconsin. These students and educators had the opportunity to engage with more than 63 highly-interactive career exhibits designed to stimulate young minds about the endless career opportunities that exist right here in West Central Wisconsin.

Upon their arrival at Career Venture, students were greeted by a Bus Ambassador who provided them an introduction to what their Career Venture experience would be like. Students received a career BINGO card as an activity to guide them through the event and assist them with finding out more information about careers.

Career Venture is organized as an interactive experience, so exhibitors are encouraged to bring tools, equipment and other materials used in the careers that they represent. The event is designed to represent all 16 Career Clusters, which allows students the opportunity to explore a variety of careers with hands-on activities. Examples of exhibits include: welding, tire changing, website design, firefighting obstacle course, hair styling, blood pressure checks, animal grooming, cash counting, semi-tractor truck tours, and robotics. This year awards were presented to the CVTC & OEM Fabricators welding collaboration as the Most Interactive exhibit and the Eau Claire Police Department as the Most Informative based on an on-line voting system by students at the event.

The event will return to the Eau Claire Indoor Sports Center in 2016 on the first Thursday of May. We look forward to an even bigger and better Career Venture at that time.



Eau Claire County

221 W. Madison Street, Eau Claire
715-836-3036

May 2016

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15	16 Job Center Team Review St. Croix County	17	18 Job Center Team Review Pepin County	19	20	21
22	23 Job Center Team Review Barron County	24	25	26	27	28
29	30 Memorial Day WRI Closed	31				



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Blueprint for Success Through Sector-Based Training, WIA Youth Program

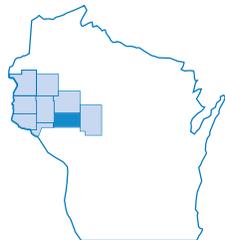
Logan was a Workforce Investment Act (WIA) Out-of-School Youth participant who came to Workforce Resource in 2015 as a referral from the Western Dairyland Fresh Start Program in Eau Claire. He wanted to make a better life for himself and find employment in the ever-growing construction industry.

He was familiar with the agency as he had previously worked with Workforce Resource in 2013, finding employment after participating in the Summer Youth program where he learned valuable work-readiness skills. After finding himself in need of employment again in early 2015, Logan went to Workforce Resource and the Fresh Start program to find a job in the construction industry. He was then placed on a Work Experience in Fall Creek where he helped the Fresh Start program with building a house from the ground up for a family in need. Through the Work Experience, he was also able to earn a wage while learning the trade. During this time, he gained valuable skills in the construction field such as: basic math; the ability to use hand and power tools; safety training; and the building process which includes framing, roofing, siding, drywall, and finish work. This experience helped Logan boost his confidence and resume at the same time.

Logan applied for a position with VerHalen Construction in Green Bay for a construction apprenticeship. In early summer, Logan called his case manager, Lindy Gildernick, to inform her that he was on his way to Green Bay; he had been offered the construction apprenticeship for the next four years.

Logan is now living in Green Bay and working hard for VerHalen Construction. He

is very happy with the opportunity he was given and will be able to walk away after his four-year term as a Master Carpenter. This positive outcome was made possible by the amazing partnership that Workforce Resource and the Western Dairyland Fresh Start Program has developed over the years. Workforce Resource was able to pay the wages for Logan while he worked on the worksite for the Fresh Start program, and Western Dairyland made the referral to Workforce Resource to assist with the recruitment for the Out-Of-School Youth program. Logan's story is an excellent example of partnering agencies working together in the best interest of their customers.



Eau Claire County

221 W. Madison Street, Eau Claire
715-836-3036



June 2016

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12	13 <small>Job Center Team Review Chippewa County</small>	14	15	16	17 <small>Governance Meeting Workforce Development Board County Boards' Consortium Youth Council</small>	18
19	20	21	22	23	24	25
26	27 <small>Job Center Team Review Dunn County</small>	28	29	30 <small>End of Program Year 2015</small>		



Blueprint for Success Through the WIA Dislocated Worker Program and OJT Service

Employers often cite a lack of necessary related experience as a reason for not hiring, as well as a reason for the skills gaps they see between what they need and what potential applicants possess. The primary benefit of Workforce Resource's On-the-Job Training (OJT) service is that it addresses that problem by allowing a new hire to gain those necessary skills while also offsetting the high cost of training a new employee. It worked for Robin, and it continues to work for others in the region.

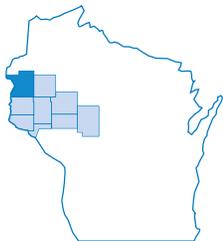
When Robin came to the Polk County Job Center after experiencing a lay-off from her job working in quality control, she attended the Re-Employment Services meeting for Unemployment Insurance and was referred to Workforce Resource for assistance. She met with a Workforce Resource Case Manager and stated that she needed stable employment and liked the idea of working for a small company. With the lack of quality control positions in Polk County, Robin knew that she would need to explore other options.

Robin enrolled in the Workforce Investment Act (WIA) Dislocated Worker program offered at Workforce Resource. Through assessing skills, interests and talking with her case manager, it was reinforced that Robin wanted to continue her career in manufacturing.

Her case manager knew of an open electrical assembly position at C-Aire, Inc. and showed her the job description. Robin said that she was very interested, liked the sound of the company, but had no experience and was lacking the required

skills. With Robin's permission, her resume was sent to C-Aire, Inc. The hiring representative from C-Aire, Inc. liked Robin's solid work history, but cited her lack of necessary experience with building and assembling air compressors as a potential barrier to getting hired. Robin's case manager explained the OJT service to C-Aire, Inc., offered it to the employer, and Robin was hired for the position.

Through WIA services, Workforce Resource assisted Robin with work boots and was able to reimburse C-Aire for a portion of Robin's training costs by offering the OJT. Robin started her new position at C-Aire Inc. and continues to work there, making a good wage. Robin is very thankful for the assistance she received from Workforce Resource and likes the small company atmosphere at C-Aire.



Polk County

404 Main Street, Balsam Lake

715-485-3115

July 2016

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3	4 Independence Day WRI Closed	5	6	7	8	9
10	11 Job Center Team Review Eau Claire County	12	13	14	15	16
17	18 Job Center Team Review Polk County	19	20	21	22	23
24 31	25	26	27	28	29	30



Blueprint for Success Through the WIA Adult Program

Gary's story is quintessential proof that people get what they give with regard to looking for work. When Gary started his job as a Plant Engineer Senior Technician for 3M in Menomonie on May 18, 2015, it marked the end of his three-month-long job search, and Gary reaped the rewards of his tireless search efforts.

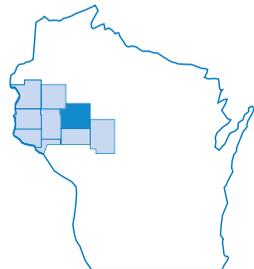
In the early part of 2015, Gary started coming to the Chippewa County Job Center to look for work after having been self-employed for the past four years. With a degree in Heating, Ventilation, Air Conditioning and Refrigeration (HVAC/R) and a wealth of experience that came from nearly 30 years of working in the field, Gary wanted to find a job that would pay a livable wage and offer a full benefit package.

Gary used the Resource Room at the Job Center on almost a daily basis, spending many hours at the computer looking for work, often bringing a lunch and receiving assistance from all staff members in his search. He enrolled in the Workforce Investment Act (WIA) Adult Program in March and continued to receive resume, cover letter and other application assistance from not only his case manager but other members of the Workforce Resource organization, as well. Gary also attended weekly workshops offered at the Job Center where he learned about dealing with difficult people, interviewing techniques, best practices for applying for work and other job-search related topics.

For the first few weeks of his job search, Gary didn't receive any feedback from his applications. But he attended a job fair for the Stanley Correctional Institution (SCI) in March and things started to open up for him following that event. While the job fair was intended for applicants interested in becoming correctional

officers, Gary informed a human resource staff member about his HVAC/R background, and he learned of a related opening at SCI that had recently been pulled off job boards. He applied there, as well as to openings with 3M and Phillips Medisize in Menomonie.

Gary interviewed multiple times with all three organizations. He took the time to send thank you notes to the staff at each company. After receiving an initial offer from SCI, he in turn received offers from Phillips Medisize and 3M. Gary spent time weighing the pros and cons of each job, discussing the advantages and potential disadvantages with most of the Job Center staff before ultimately deciding to choose 3M. He is now earning a high wage in a field that he finds rewarding and challenging, working for a company that is known throughout the world.



Chippewa County
770 Scheidler Road, Chippewa Falls
715-723-2248



August 2016

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7	8 <i>Job Center Team Review</i> Clark County	9	10	11	12 <i>Governance Meeting</i> Workforce Development Board County Boards' Consortium Youth Council	13
14	15 <i>Job Center Team Review</i> St. Croix County	16	17 <i>Job Center Team Review</i> Pepin County	18	19	20
21	22 <i>Job Center Team Review</i> Barron County	23	24	25	26	27
28	29	30	31			



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715-232-1412
Toll free # 1-800-472-5522



Blueprint for Success Through Co-Enrollment in W-2, FSET and WIA

Keep on moving. It's often the life motto for single mothers, and Workforce Resource case managers are regularly amazed by how much one person can accomplish. Like being a mother for four children and trying to provide for your family. That was the situation for RuthAnna who had two daughters and two sons ages 13 and younger. She was trying to find a job and a career that would allow her to move away from public assistance and make a livable wage.

RuthAnna was already enrolled in both the Wisconsin Works (W-2) and FoodShare Employment and Training (FSET) programs prior to being enrolled in the Workforce Investment Act (WIA) Adult Program on February 23, 2015. She had a non-traditional and concrete goal of becoming a truck driver. With a job offer already on the table, she just needed to obtain her CDL by passing the truck driving course at Chippewa Valley Technical College in Eau Claire.

The Barron County Workforce Resource staff members worked quickly in helping her get ready for her training, and she attended orientation on February 26th and began classes the following week. The FSET program paid her full tuition for the truck driving course and also assisted with some of the cost for travel. WIA services provided additional mileage assistance as RuthAnna was driving 124 miles round trip every day from Cumberland to Eau Claire to attend training.

RuthAnna passed her course and obtained her CDL in May of 2015, receiving two part-time job offers shortly thereafter. She accepted both positions and worked various hours until she was offered a full-time position with Nordquist Trucking out of Almena. RuthAnna was delighted to be hired at Nordquist Trucking and feels she is fitting in well with the team. On average, she drives between 1,800 and 2,000 miles a week for her job and says she loves her new career. And she keeps on moving.



Barron County
331 S. Main St., Rice Lake
715-234-6302

September 2016

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4	5 <i>Labor Day</i> WRI Closed	6	7	8	9	10
11	12 <i>Job Center Team Review</i> Chippewa County	13	14	15	16	17
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25	26 <i>Job Center Team Review</i> Dunn County	27	28	29	30	



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Administration Office •
715-232-1412
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Blueprint for Success Through the WIA Youth Program

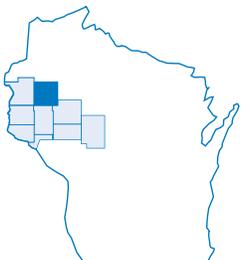


When you struggle and life knocks you down, it's nice to have a support network to help you get back up. For Peter, he found that support through the Workforce Resource In-School (IS) Youth Program and his high school welding course.

Peter enrolled in the IS Youth Program in the spring of 2013 as a high school sophomore as he needed assistance in gaining work maturity skills to seek employment. Through meeting with a Barron County Workforce Resource Case Manager, he gained the needed abilities to accurately complete an application and create a professional resume. Workforce Resource also assisted Peter in obtaining employment with Arby's in the fall of 2013 while Peter was still in school.

During the spring of the following year, Peter found himself in legal trouble which kept him from participating in career exploration that year and he lost his job at Arby's. However, he didn't give up, and neither did the members of his support system.

Through help from Workforce Resource and his high school welding program, he secured part-time employment with Rice Lake Weighing in December of 2014 while still attending high school. Workforce Resource helped him purchase the required tools and welding equipment for the job. Upon graduating, Peter was offered full-time employment with Rice Lake Weighing, making a competitive wage and receiving full benefits.



Barron County

331 S. Main St., Rice Lake

715-234-6302

October 2016

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9	10 <i>Job Center Team Review</i> Eau Claire County	11	12	13	14	15
16	17 <i>Job Center Team Review</i> Polk County	18	19	20	21 <i>Governance Meeting</i> Workforce Development Board County Boards' Consortium Youth Council	22
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Blueprint for Success Through the W-2 Program

Michael enrolled in the Wisconsin Works (W-2) program in the summer of 2014 as a single father dealing with medical issues that were preventing him from seeking and entering full-time employment. But after discovering the support network that exists at the Job Center, he found employment, started on a new path to health and became engaged to be married.

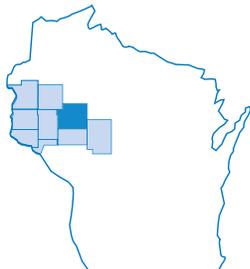
Upon entering the W-2 program, Michael discussed his struggles with a Chippewa County Workforce Resource case manager. Michael's case manager worked with him and his medical providers to help him move forward in his recovery and build up his profile for employment. Michael also received a referral for the Division of Vocational Rehabilitation to further assist in employment-related activities.

Michael initially landed a part-time job with Clean Power, traveling to area businesses to provide cleaning services. But he discovered he was not suited for the job. He maintained his employment and his relationship with Job Center staff, continuing to work hard as he searched for a better job situation for himself. He developed such a good rapport with the staff members of the Chippewa County office that he asked some of them to assist with his proposal to his then girlfriend.

In November of 2014, he attended the "Fall into Work" job fair at the Eau Claire County Job Center and met with 34 different employers face-to-face and participated in on-site interviews. His fiancée attended the job fair with him and both were offered jobs.

Michael began working at Walmart as a courtesy associate in December of 2014. The job was difficult as he had to brave the elements in moving shopping carts from the parking lot to the store, and he started off at minimum wage. However, he was quite happy that he could help support his household independently

of the W-2 program. His dedicated work ethic and positive attitude continued to shine as he lost 86 pounds and received a raise in April of 2015. He is now providing leadership at the store and training new employees, while also providing for himself, his elementary-aged daughter and his fiancée. And now, he is saving up for a wedding.



Chippewa County
770 Scheidler Road, Chippewa Falls
715-723-2248

November 2016

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
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6	7	8	9	10	11	12
13	14 <i>Job Center Team Review</i> Clark County	15	16 <i>Job Center Team Review</i> Pepin County	17	18	19
20	21 <i>Job Center Team Review</i> St. Croix County	22	23	24 <i>Thanksgiving Day</i> WRI Closed	25	26
27	28 <i>Job Center Team Review</i> Barron County	29	30			



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West Central Wisconsin Workforce Resource



Blueprint for Success Through Partnerships and the WIA Youth Program

Tomorrow's innovators and job creators are learning the skills they need today thanks in part to inventive training opportunities like the Entrepreneurial Academy. The Entrepreneurial Academy was a partnership between Wisconsin Indianhead Technical College (WITC) Career Prep and Workforce Resource WIA Youth Program. Eleven students from Polk, Barron, Pierce and St. Croix Counties got to experience two weeks of learning and hands-on activities at WITC – New Richmond in the areas of product design, welding, packaging, and marketing.

Students worked to first develop a product that they would be interested in selling one day at their own independently-created company. After they determined their product idea, they learned how to draw out and weld the product, truly bringing it to life. Students were required to follow all safety rules in the welding lab, but given independence when creating and experimenting with how to best make the product. This independence in the welding lab allowed for students to increase their responsibility, creativity, and time-management skills.

In addition to gaining hands-on practice in the welding lab, students were also able to experience a packaging lab. Here, students learned what it takes to properly package and ship a product out to a customer. This lab allowed for students to develop their problem-solving skills and start thinking of a process from start to finish and how to accomplish individual goals along the way.

The final process in the product creation was learning and applying marketing skills through flyer and commercial creation. Students were paired in teams and given the freedom to create a commercial that they felt best marketed their products. They also worked independently to create a flyer using a computer design program. This lab provided students the opportunity to think independently, but also enhance their team-building skills.

By experiencing three different lab settings over a two-week period, students were able to see what aspects are essential to product design and production, packaging and marketing. Vital skills were enhanced along the way, and students left the academy with a new-found confidence in themselves.



**St. Croix Valley
(Pierce and St. Croix Counties)**
387 Arrow Court, River Falls
715-426-0388

December 2016

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Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2 <i>Governance Meeting</i> Workforce Development Board County Boards' Consortium Youth Council	3
4	5	6	7	8	9	10
11	12 <i>Job Center Team Review</i> Chippewa County	13	14	15	16	17
18	19 <i>Job Center Team Review</i> Dunn County	20	21	22	23 <i>Christmas Eve Day Observed</i> WRI Closed	24
25	26 <i>Christmas Day Observed</i> WRI Closed	27	28	29	30 <i>New Year's Eve Day Observed</i> WRI Closed	31

West Central Wisconsin Workforce Resource



Our Vision:

West Central Wisconsin is a region where:

Our diverse workforce meets the needs of area businesses and is productively employed in satisfying and rewarding jobs, and...

Our businesses are profitable, sustainable community partners that provide satisfying, rewarding career opportunities for all workers, and...

Our communities provide the environment to attract and retain the diverse talent and stable businesses necessary to provide a strong and enduring economic base, and...

Our workforce development system effectively and efficiently matches the needs of workers to the requirements of area businesses.

Our Mission:

The West Central Wisconsin Workforce Development Board provides leadership to align the needs of a diverse workforce with the needs of business for a strong, sustainable regional economy.

Our Purpose:

My purpose in being a member of the West Central Wisconsin Workforce Development Board is:

To identify the workforce development needs of my business/ organization, industry and community.

To become informed and inform others about the workforce development issues facing the region.

To assist in establishing goals, objectives and strategies to address those needs and issues.

To assist in providing policy guidance and oversight for the region's workforce development system.

To promote utilization of the region's workforce development services.

To advocate for the policies and resources necessary to address the workforce development needs of the region.

Our Goals:

Goal One: *Assure that the Workforce Development Area policy development and governance structure is representative, empowered, engaged, and responsive to the region's needs and legislative direction.*

In response to the passage of the Workforce Innovation and Opportunity Act (WIOA), West Central Wisconsin began to restructure to create greater separation between its governance and program operation functions. The Workforce Development Board created greater staffing independence by establishing its Executive Director position as fully separate from the Workforce Resource program operator Chief Executive. It also removed itself from the role of appointing members of the Workforce Resource Inc. Board. The WRI appointing role was shifted in total to the County Boards' Consortium. While not complete until July 1, 2015, a transition and separation process began as a new WRI Executive began January 1, 2015 and transitioning operational functions was conducted over that six-month period as the WDB prepared for WIOA implementation

The governance structure continued to meet on a bi-monthly throughout this report period. The combined oversight committee provided regular reviews of the finances and performance of the Workforce Area, supplementing their efforts through internal and independent external audits. The independent audit again yielded no findings or questioned costs and resulted in an unqualified positive report of the organization.

Goal Two: *Analyze the region's continually changing workforce development needs and assess the region's capacity to address those needs through sustainable strategies.*

The Workforce Development Board maintains a Regional Scan Committee comprised of the DWD Regional Economist, Regional Planning and Community Based Organizations, University of Wisconsin Economists, Economic Development Corporation representatives and area educators to coordinate its economic and labor market information efforts. This committee is responsible for the comprehensive analysis to regional employment data to identify and understand regional trends and develop recommendations for strategies to address the evolving needs.

Goal Three: *Align and mobilize resources to meet the region's workforce development needs to foster a sustainable economy.*

To provide customized, manufacturing-based training, WRI applied for and secured its own Wisconsin Fast Forward Grant in the amount of \$219,146 to continue its innovative Manufacturing Training Academy which provides both classroom and hands-on training created based on the needs of area employers. An additional \$4.72 million in resources were acquired to provide Wisconsin Works services, Somali refugee services, expanded Dislocated Worker and other job-seeker assistance, as well as enhanced youth services. Blueprint for Prosperity Grants in the amount of \$167,442 were also received through the Wisconsin Fast Forward Grant program to assist in training high school students throughout the region wishing to enter the high-demand fields of welding and healthcare.

Goal Four: *Increase community awareness and utilization of, and support for, the region's workforce development services.*

In an effort to streamline the provision of workshop services while also maximizing the agency's ability to use its highly charismatic and knowledgeable staff trainer, WRI started using Interactive Television, or ITV, to broadcast work-readiness workshops from its central offices to all other Job Centers in the region. Eleven of these workshops have also been recorded and posted online so that job seekers can access them from their home or at hours when the Job Centers are closed. This innovative use of technology has allowed WRI to free-up staff time, and use it to better meet the needs of our customers.

Goal Five: *Maximize the participation and retention of all area job seekers and workers in satisfying and rewarding regional career opportunities.*

Area Job Centers received nearly 52,000 visits in program year 2014. More than 88% of Adults and 90% of Dislocated Workers who exited programs during the performance year entered employment. Of the Adults who entered employment, 91% retained employment after six months. Of the Dislocated Workers, 97% retained employment after six months. The average earnings for Adults in this six month period was \$9,560, and for Dislocated Workers the average earnings was \$14,918.

Goal Six: *Continuously evaluate and improve regional workforce development services.*

Workforce Resource, Inc. expanded its ability to deliver regional services this past program year by being awarded the FoodShare Employment and Training (FSET) contract for the region. Through this program, the agency provides centralized assistance to FoodShare recipients as they move into sustainable employment.

Creative, short-term training academies (including the IT Academies and the Manufacturing Training Academies) provide exposure and knowledge necessary for interested participants to succeed in the respective fields. During the course of the program year, Workforce Resource, in partnership with area technical colleges, employers and healthcare facilities, assisted in putting on 11 separate academies, covering the sectors of healthcare, information technology and manufacturing.

West Central Wisconsin Workforce Resource



Program Summary

Adult Services

During the 2014-2015 Program Year, Workforce Resource, Inc., program and administrative agent for the West Central Wisconsin Workforce Development Board, served 611 adults in five different grants – WIA Adult, Bridges 2 Healthcare, DOC Pipeline, Somali, and Ticket to Work. Services to Adults included assessment, career planning, pre-employment skill development, basic skill education, work experience, job readiness training, occupational skills training, on-the-job training, job search preparation and job placement. 429 of these individuals participated in the WIA Adult Program. Approximately 88.7% of the participants (who had previously exited this program) obtained employment, and 91.0% retained that employment nine months after they started work. The average six month earnings for these individuals was \$9,560. West Central Wisconsin exceeded the WIA Adult performance goal for entered employment and job retention, and met the average earnings goal.

Dislocated Worker Services

In 2014-2015, a total of 734 dislocated workers were served under six grants – including WIA Dislocated Worker, NEG-Training, and a Special Response Grant. Services provided to dislocated workers included assessment, career planning, occupational skills training, on-the-job training, basic skill development, job search preparation and job placement. Approximately 90.1% of the individuals (who had previously exited the WIA Dislocated Worker Program and Special Response Grant) obtained employment, and 96.5% retained their employment nine months after starting work. The average six month earnings for these individuals was \$14,918. West Central Wisconsin exceeded the WIA Dislocated Worker goals for entered employment and job retention and met the average earnings goal.

Youth Services

A total of 317 youth between 14 and 21 years of age were served in WIA. Services included assessment, career planning, pre-employment skill development, work experience, basic skills education, alternative education, school-to-work transition services, occupational skills training, job readiness training, job search preparation and job placement. Of these youth, 191(60%) participated in work experience at various public and private worksites where they mastered both work maturity and job specific skills. Many of these individuals also attended one of several Career Academies – including health care, manufacturing, construction, information technology, entrepreneurial, customer service and financial literacy. West Central exceeded the WIA Youth goals for placement in employment or education and attainment of a degree or certificate, and met the literacy/numeracy gain goal.

WIA ADULT STANDARDS

	<i>Standard</i>	<i>Actual</i>	<i>Status</i>
Entered Employment	69.6-87.0%	88.7%	Exceed
Employment Retention	69.4-86.8%	91.0%	Exceed
Earnings Gain	\$8,480-10,600	\$9,559.7	Met

WIA DISLOCATED WORKER STANDARDS

	<i>Standard</i>	<i>Actual</i>	<i>Status</i>
Entered Employment	71.7-89.6%	90.1%	Exceed
Employment Retention	75.2-94.0%	96.5%	Exceed
Earnings Gain	\$12,000-15,000	\$14,917.6	Met

WIA ALL YOUTH STANDARDS

	<i>Standard</i>	<i>Actual</i>	<i>Status</i>
Attainment of a Degree or Certificate	63.2-79.0%	87.1%	Exceed
Placement in Employment or Education	67.2-84.0%	90.4%	Exceed
Literacy and Numeracy Gain	40.6-50.8%	48.0%	Met

WIA Service Summary:

	Adult	Dislocated Worker	In-School Youth	Out-of-School Youth
Served	611	576	208	109
Exited	181	252	71	36

West Central Wisconsin Workforce Resource



2014-2015 Sponsors and Financial Supporters

- Affordable Care Act
- Barron County - Department of Health & Human Services
- Barron Safe and Stable Families Coalition
- CN - Canadian National Railway Company Stronger Communities Fund
- CESA 10
- CESA 11
- Chippewa County Human Services
- Chippewa Valley Technical College
- Dunn County Human Services
- Manufacturing Works/Gold Collar Careers
- Otto Bremer Foundation
- Sewing Machine Project (Madison, WI)
- State of Wisconsin - Department of Children and Families
- State of Wisconsin - Department of Corrections
- State of Wisconsin - Department of Human Services
- State of Wisconsin - Department of Workforce Development
- U.S. Department of Health and Human Services
- U.S. Department of Labor
- Union Pacific Railroad Foundation
- Wisconsin Fast Forward
- Wisconsin Fast Forward - Blueprint for Prosperity
- Wisconsin Indianhead Technical College
- Workforce Innovation Fund

Statement of Financial Position (Balance Sheet)

June 30, 2015

Assets

Current assets:			
Cash	\$	531,759	
Grants receivable		903,962	
Accounts receivable		26,826	
Prepaid expenses		<u>61,299</u>	
Total current assets			1,523,846
Property and equipment, net			866,524
TOTAL ASSETS			<u><u>\$2,390,370</u></u>

Liabilities and Net Assets

Current liabilities:			
Accounts payable	\$	114,151	
Accrued payroll and related expenses		148,803	
Accrued leave		206,341	
Due to others		138,296	
Grant funds received in advance		<u>115,166</u>	
Total current liabilities			722,757
Net assets:			
Unrestricted		1,607,197	
Temporarily restricted - Disability Services		<u>60,416</u>	
Total net assets			<u>1,667,613</u>
TOTAL LIABILITIES AND NET ASSETS			<u><u>\$2,390,370</u></u>

Statement of Activities

Year Ended June 30, 2015

	Unrestricted	Temporarily Restricted	2015 Total
Revenues			
Grant revenue	\$6,246,444	\$0	\$6,246,444
Rent revenue	146,746	0	146,746
Other revenue	242,389	0	242,389
Net assets released from restriction through satisfaction of program restrictions	<u>4,668</u>	<u>(4,668)</u>	<u>0</u>
TOTAL REVENUES	<u>6,640,247</u>	<u>(4,668)</u>	<u>6,635,579</u>
Expenses			
Program activities:			
Training	5,268,853	0	5,268,853
Participant support	562,952	0	562,952
Building rental operations	132,904	0	132,904
Total program activities	5,964,709	0	5,964,709
Management and general	671,696	0	671,696
Fund-raising	14,482	0	14,482
TOTAL EXPENSES	<u>6,650,887</u>	<u>0</u>	<u>6,650,887</u>
Change in net assets	(10,640)	(4,668)	(15,308)
Net assets - Beginning of the year	<u>1,617,837</u>	<u>65,084</u>	<u>1,682,921</u>
NET ASSETS - End of the year	<u>\$1,607,197</u>	<u>\$60,416</u>	<u>\$1,667,613</u>

West Central Wisconsin Workforce Resource



Expenditures by Source Year Ended June 30, 2015

Workforce Investment Act (WIA)

	Total Award	Fiscal Year	Total Expenditures
Adult Program	\$1,269,255	\$551,438	\$1,106,898
Dislocated Worker Program	\$1,101,223	\$397,904	932,973
Youth Program	\$1,694,991	\$921,174	\$1,559,689
Administration	\$476,752	\$270,381	\$465,547
Dislocated Worker - Special Response	\$925,000	\$414,110	\$767,707
National Emergency Grant - Training	\$278,300	\$160,870	\$189,846
Disability Employment Initiative	\$317,482	\$66,094	\$309,622
Workforce Innovation Grant	\$223,086	\$114,116	\$248,088
State of Minnesota - Washington County - Anderson Windows	\$190,000	\$2,162	\$165,864
National Emergency Grant - OJT	\$140,000	\$822	\$51,778

Other Funding

Affordable Health Care Act	\$151,696	\$56,959	\$121,679
Barron County FSET	\$113,956	\$38,647	\$80,681
BP Fueling Communities Program	\$5,000	\$3,686	\$5,000
Chippewa County FSET	\$133,651	\$70,673	\$122,126
CN - Canadian National Railway Company Stronger Communities Fund	\$10,000	\$6,944	\$15,021
CVTC - Bridges to Healthcare	\$750,000	\$93,831	\$592,014
CVTC - IT	\$191,978	\$52,364	\$52,364
CVTC - ACT Healthcare	\$94,000	\$589	\$589
Department of Corrections - Windows to Work	\$141,993	\$71,145	\$136,016
Dunn County FSET	\$82,622	\$50,496	\$78,051
Multi County FSET Program	\$127,747	\$80,473	\$94,286
Northern FSET	\$644,514	\$194,629	\$194,629
West Central FSET	\$1,058,076	\$363,996	\$363,996
Pepin Youth Ventures	\$5,000	\$606	\$5,000
State of Wisconsin Fast Forward Grants	\$337,160	\$253,152	\$298,812
State of Wisconsin Blueprint	\$127,777	\$5,625	\$5,625
WITC - Blueprint	\$39,665	\$1,607	\$1,607
State Refugee Services Program (Somali)	\$161,379	\$84,692	\$126,440
Union Pacific Railroad Foundation	\$15,000	\$7,898	\$11,013
Wisconsin Works (W-2) Program (2014 contract)	\$1,785,649	\$1,029,734	\$1,946,359
Wisconsin Works (W-2) Program (2015 contract)	\$1,815,732	\$819,493	\$819,493
Regional Enrollment Network (REN) Outreach and Coordination	\$44,547	\$32,894	\$32,894
Other Restricted		\$3,691	\$3,245

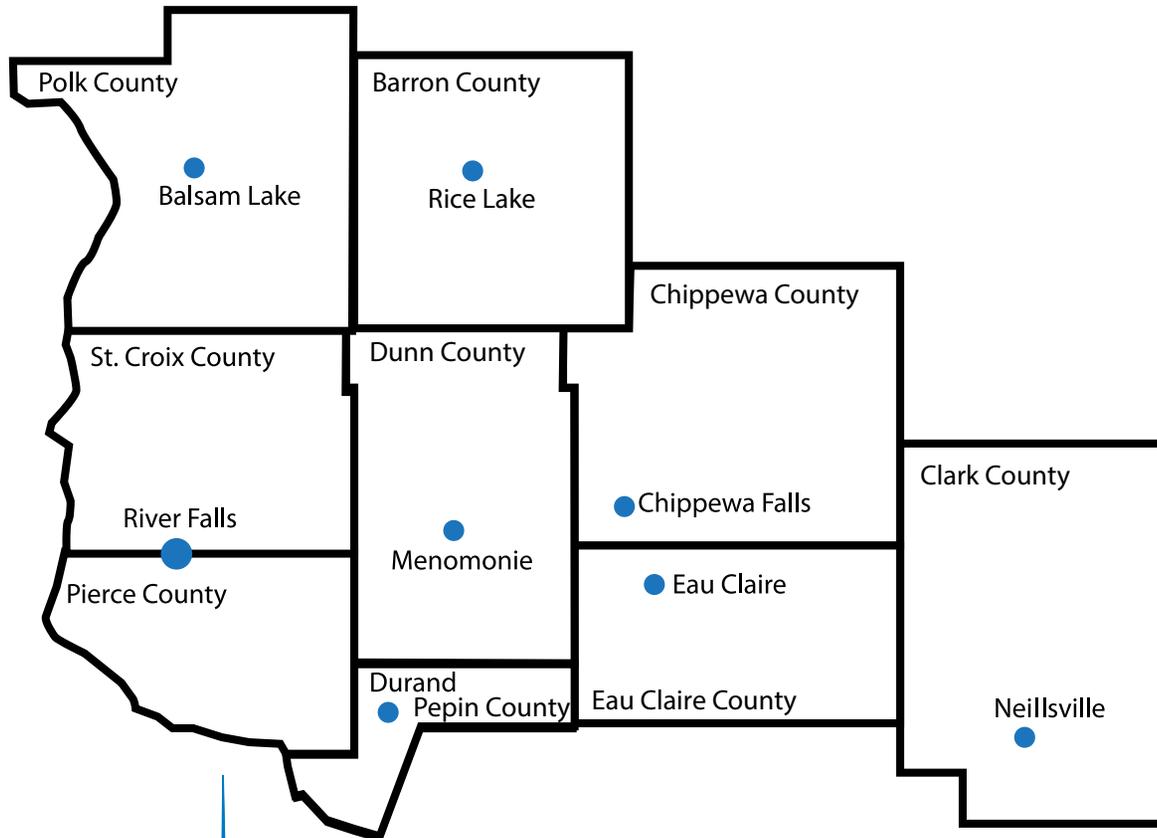
Corporate

\$427,991

Total Expenditures

\$6,650,887

West Central Wisconsin Workforce Resource



Barron County Job Center

331 S. Main Street, Rice Lake
715-234-6026

Chippewa County Job Center

770 Scheidler Road, Chippewa Falls
715-723-2248

Clark County Job Center

501 Hewett Street, Neillsville
715-743-4631

Dunn County Job Center

401 Technology Drive, Menomonie
715-232-7360

Eau Claire County Job Center

221 W. Madison Street, Eau Claire
715-836-3036

Pepin County Job Center

316 W. Madison Street, Durand
715-672-8801

Polk County Job Center

404 Main Street, Balsam Lake
715-485-3115

St. Croix Valley Job Center

387 Arrow Ct., River Falls
715-426-0388
(Pierce & St. Croix Counties)

Workforce Resource Administrative Office

401 Technology Drive E., Suite 100
Menomonie
715-232-1412
Toll free # 1-800-472-5522



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.