

Eastern Wisconsin TechHire Collaborative

Memorandum of Understanding

Eastern Wisconsin is home to a number of world-class corporations that invest significantly in Information Technology (I.T.) and I.T. professionals in order to increase their competitiveness and continue to provide cutting edge, quality products and/or services. The region is also home to nonprofit organizations, including technical colleges, workforce development agencies, and coding boot camps, with years of expertise in training adults for careers, including information technology.

Representatives of Eastern Wisconsin's for-profit and nonprofit sectors have established a coalition, the Eastern Wisconsin TechHire Collaborative, with the joint mission of preparing eligible area youth and young adults between the ages of 17 and 29 for careers in information technology careers in local demand- particularly H1-B associated occupations and job categories-and support them in career advancement. While the Eastern Wisconsin TechHire Collaborative is not a legally recognized entity, the public and private sector partners will work cooperatively to accomplish the following:

- † Identify the information technology needs of participating for profit corporations;
- † Contribute insights toward developing the curricula and systems to ensure youth and young adults gain the competence in demand;
- † Evaluate the program, including the quality of instruction, and level of participating information technology trainees' preparation; and
- † Consider providing internships, work experience, and/or employment for human talent engaged in the information technology boot camp/training

Lead Agency/Applicant	UMOS, Workforce Intermediary & American Job Center Operator Workforce Investment System Representative
------------------------------	---

UMOS, a \$26.7 million, multi-state human services agency with 50 years of experience in implementing workforce development initiatives in conjunction with the federal, state, and local government as well as corporations and foundations, is the lead applicant for the U.S. Department of Labor TechHire Partnership grant on behalf of the Eastern Wisconsin TechHire Collaborative. The nonprofit is seeking out a federal grant of \$4 million to support the training of 300 youth and young adults for entry into information technology careers and upgrading skills of 100 lower-wage incumbent workers in the region. The U.S. Department of Labor TechHire grant would make it possible to invest as much as \$8,000 in federal funding to help participating youth and young adults master employer-defined information technology competencies and prepare for careers in the region. Lessor

Memorandum of Understanding

amounts would be invested in improving the skills of incumbent workers to help them become more competitive and advance in their careers.

UMOS will:

- ✦ **Provide overall project management**
- ✦ **Ensure adherence to all applicable federal guidance and requirements**
- ✦ **Act as the federal grant fiscal agent**
- ✦ **Recruit and maintain relationships with employers**
- ✦ **Monitor project-related data collection**
- ✦ **Analyze trends and work with partners to maintain quality and improve outcomes**
- ✦ **Convene the Eastern Wisconsin TechHire Collaborative to ensure on-going communications and integrated service delivery**
- ✦ **File all appropriate reports with federal officials and their agents** ✦ **Participate with any federally approved evaluation of the project**

UMOS will offer \$1,000,000 in leveraged resources to benefit youth, young adults and incumbent workers participating in the Eastern Wisconsin TechHire project. These leveraged resources take a variety of forms, including workforce development services, computer labs, adult basic skills/remedial education, specialized math skills instructional services, staffing, facilities, and subsidized wages from other sources to augment TechHire success.

Partner	Education & Training Provider
----------------	--

UMOS will utilize Pluralsight, an online training platform and provide workspace for participants in the Milwaukee area. UMOS and the College of Menominee Nation (CMN), led by Brian Kowalkowski, Dean of Continuing Education will co-coordinate curriculum development and instruction for the Eastern Wisconsin TechHire Collaborative in the northern region. Working with regional agencies, local education agencies (LEA's), colleges, in collaboration with participating independent businesses, UMOS, the College of Menominee nation and instructional partners will assist:

- ✦ **Determining competencies to be address through the occupational instruction mastered before participants receive certifications**
- ✦ **Develop a curriculum aligned with employer demand in information technology positions, designed to ensure young adults acquire needed skills to compete in H1-B related occupations**

Eastern Wisconsin TechHire Collaborative

Memorandum of Understanding

- ✦ Assess potential participants throughout the region to determine their readiness and aptitude for TechHire
- ✦ Provide instructional services in math, logic, and coding for all those enrolled in the region
- ✦ Provide mentoring/coaching services to ensure retention
- ✦ Connect participants with participating businesses and other regional employers

Partner

Independent Businesses

_____ is a leader in its sector, offering best in-class products and/or services in Wisconsin and well beyond. As providers of best in class products and/or services making significant ongoing investments in information technology and I.T. professionals to drive competitiveness, these excellent corporate citizens have agreed to:

- ✦ Involve corporate I.T. and/or Human resources executives in identifying information technology skills and competencies needed to be considered for employment
- ✦ Project information technology needs over a 3-4 year horizon in its industry
- ✦ Provide feedback regarding the curricula and systems to ensure the content youth and young adults is aligned with, and is likely to lead toward gains in, identified information technology skills and competencies
- ✦ Offer technical subject matter expertise can share insights regarding career guidance to ensure trainees have a clear understanding of information technology's role within the context of corporate culture
- ✦ Provide corporate information technology projects for trainee/class completion, as appropriate
- ✦ Assist in the evaluation of the project, the quality of instruction, and level of preparation of participating information technology trainees
- ✦ Consider providing internships and/or other work experience opportunities during trainees' participation in the program
- ✦ Consider human talent for hire upon successful completing the employer-driven training program

Eastern Wisconsin TechHire Collaborative

Memorandum of Understanding

We, the undersigned are duly authorized to sign this memorandum of understanding in support of, and involvement with, the Eastern Wisconsin TechHire Collaborative as well as the success of participating youth, young adults, and incumbent workers in gaining careers in H1-B related industries and occupations.

Vice President of Technology/CIO

Date

Independent Business Representative, Job Title & Corporate Name Date