



## Office of Accountability and Efficiency: Contract Compliance Services

Fiscal Year 18 Annual Compliance Report:  
HUB, COIN, and Student Engagement



**MILWAUKEE**  
PUBLIC SCHOOLS

## Summary

The Contract Compliance Services Annual Report is designed to provide transparency into its assignments on Milwaukee Public Schools district bids, exceptions to bid, and requests for proposals in accordance with Administrative Policy 3.09: Purchasing and Bidding Requirements, 3.10: Historically Underutilized Business Program and 3.13: Communities in Need Initiative.

The report provides the Milwaukee Board of School Directors, Milwaukee Public Schools Administration and its constituents with performance summaries related to HUB, COIN and Student Engagement initiatives. Moreover, these figures capture historical performance and benchmarks to guide future participation assignments and programming considerations affecting economic development, workforce development, and diversity inclusion efforts.

Contracts monitored by Contract Compliance Services have resulted in increased dollars paid to historically underutilized businesses as captured over the last five-year period. Opportunity for diversity spend exists as recorded performance for Fiscal 18 presents a 8% overall assigned HUB percentage rate, in comparison to the district’s annual goal of 25%. This percentage shortfall can be attributed to a variety of factors including, but not limited to: fluctuation of contract dollars monitored, restrictions within scope of services on professional service and goods procurements limiting diversity participation, comparisons of certified firms within an oversaturated market of non-certified firms, and the initiation of a HUB assignment where participation did not exist previously.

Workforce development monitoring efforts continue to demonstrate growth for district constituents participating within the COIN initiative. For example, assigned student employment opportunities support essential life-skills and workforce readiness development yielding year-over-year growth for wage earnings by student participants. The reported fiscal year projects over \$425,000 in paid wages to 229 students. Piloting efforts are underway within the present school year to further examine school-based internships through project based learning for students, thus removing barriers to workforce training and subsequently increasing classroom motivation and attendance.

The table below highlights the participation requirements assigned to contracts during the 2017-18 school year.

<b>Fiscal 18 Contract Assignment Summary</b>					
Category	Total Contracts	HUB	COIN	Student Employment	Career Education
FMS General Construction	28	19	18	25	21
FMS Goods & Services	4	2	0	4	4
FMS Professional Services	62	26	0	26	34
Good & Services	31	6	0	26	29
Professional Services	113	98	0	62	112
<b>Total</b>	<b>238</b>	<b>151</b>	<b>18</b>	<b>143</b>	<b>200</b>

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# Historically Underutilized Business (HUB)

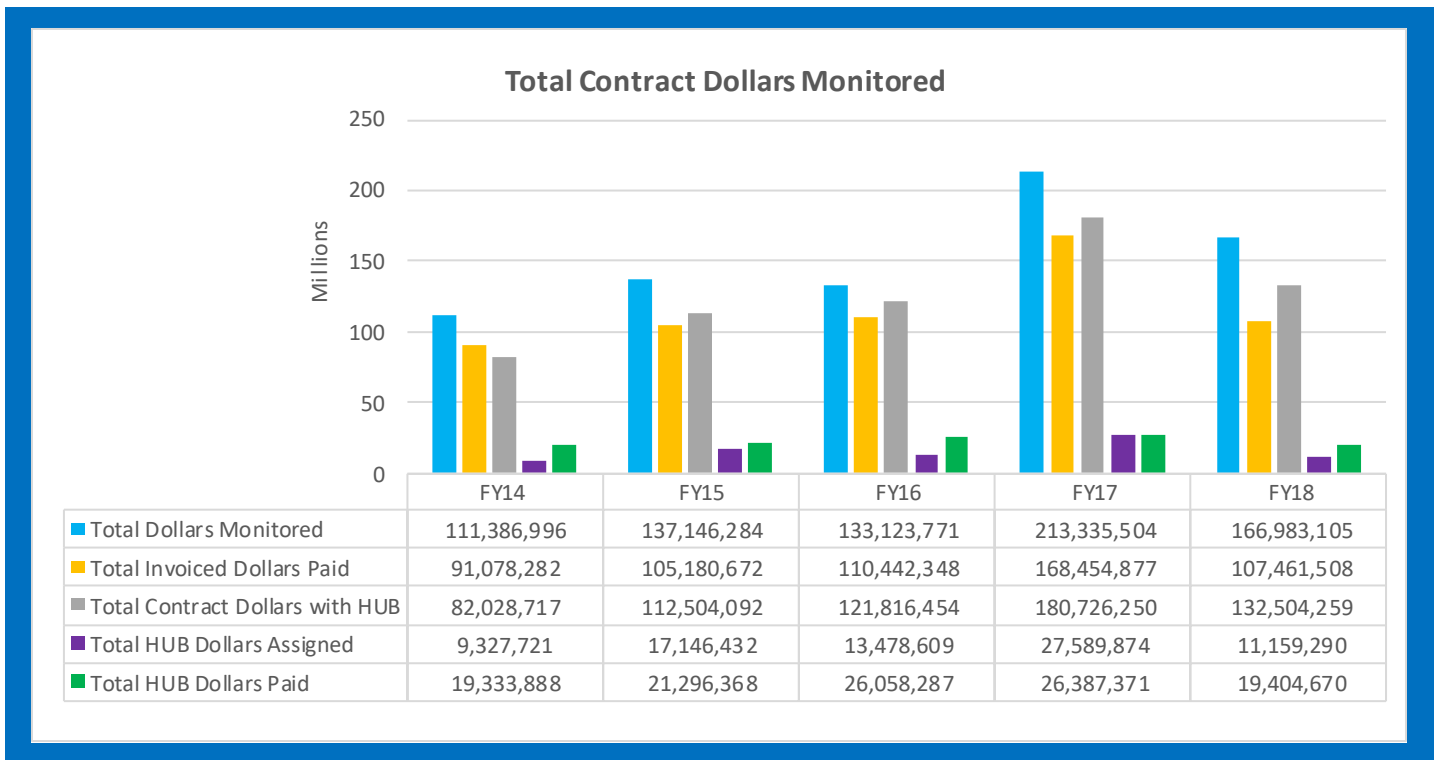
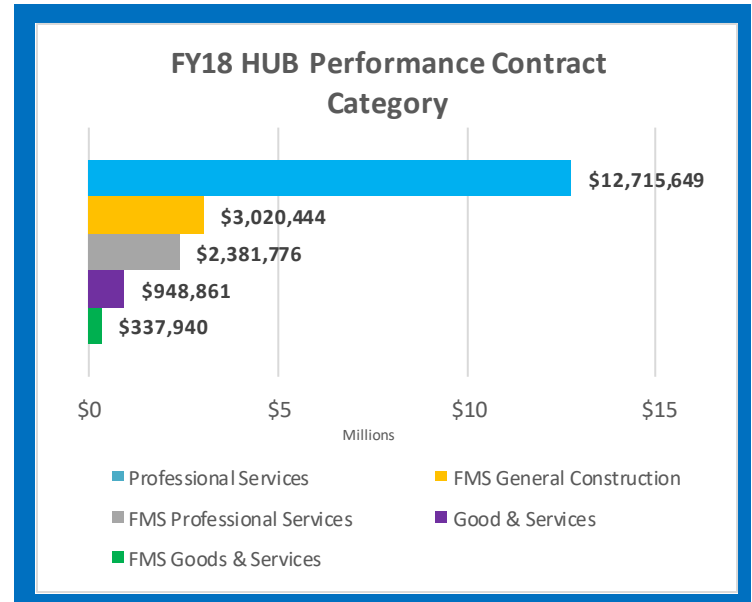


## HUB Performance Summary

The MPS supplier diversity initiative strives to increase the number of diverse business enterprises supplying goods and services to the district. The HUB initiative fosters a competitive and inclusive procurement environment providing a range of contracting opportunities to local and national business enterprises. Contract Compliance Services assigns, monitors and reports HUB performance for all Board awarded contracts.

### FY18 Key Points

- Total contracts monitored: **238**
- Self-performing Prime Contractors: **42**
- Total Contract Dollars Monitored: **\$166,983,105**
- Total HUB Contracts: **151**
- Total Invoiced Dollars Paid: **\$107,461,508**
- Total Required HUB Dollars: **\$132,504,259**
- Total HUB Dollars Paid: **\$19,404,670**
- District average HUB performance assignment: **8%**
- Sanctioned dollars pending release: **\$185,833**

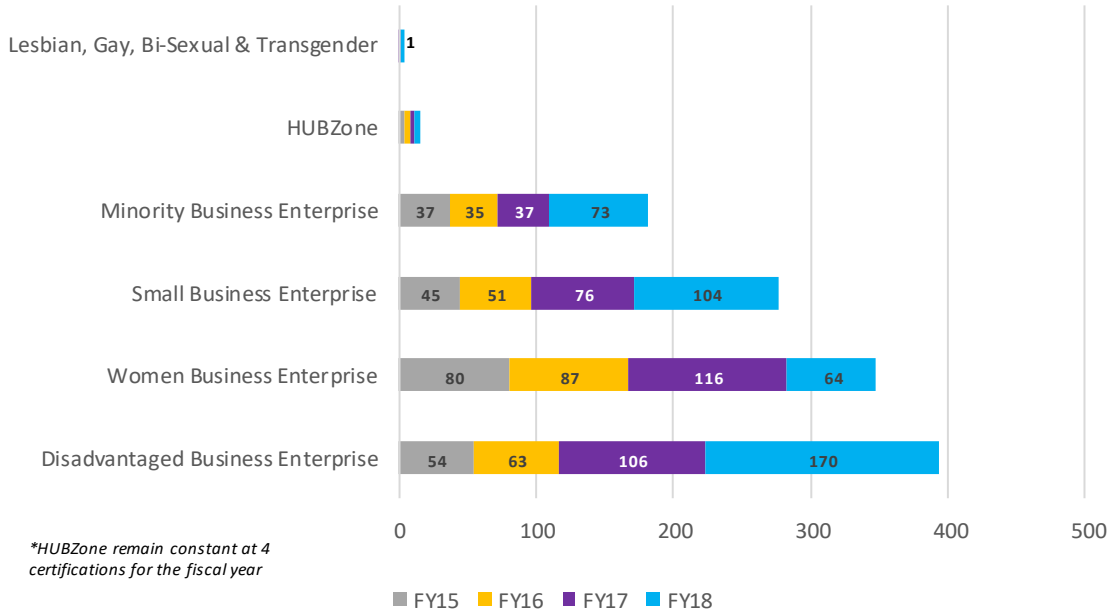


**Take Away:** Contractor and or vendor remediation plans, have resulted in improved HUB compliance monitoring on MPS contracts for Facilities and Maintenance Services and Procurement and Risk Management related bids and requests for proposals for invoiced dollars. These plans address non-compliance discrepancies and ensures compliance is attained prior to contract extension award recommendations, and will be included as a metric for performance based contracting.

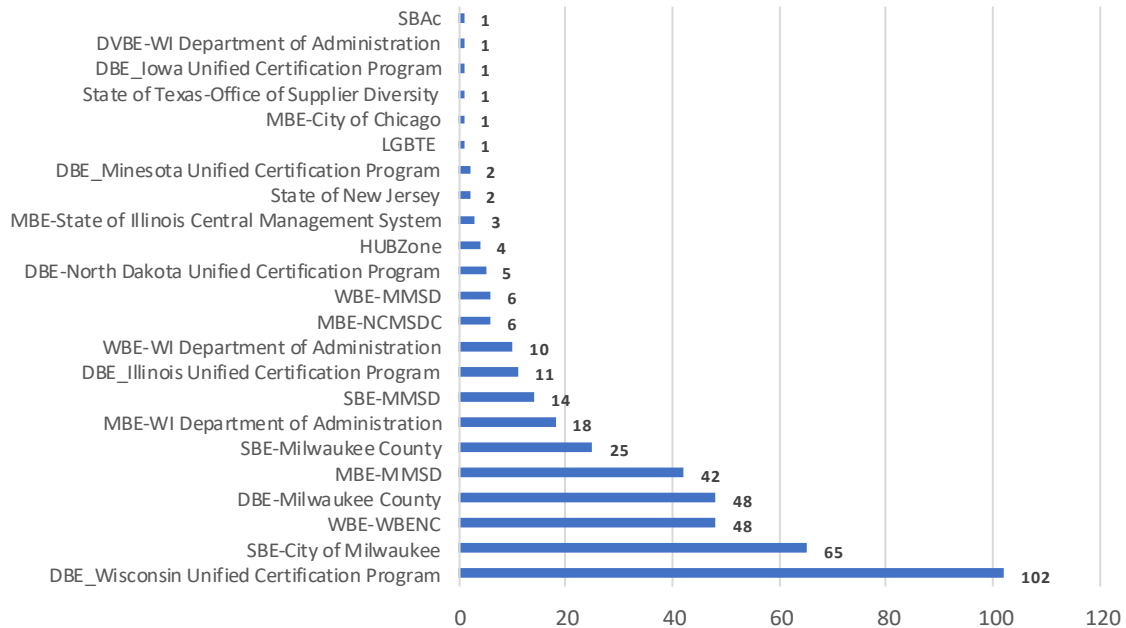


MPS recognizes certifications for Historically Underutilized Business (HUB) participation consideration from state, local government, and specific third-party partners. Certification agencies provide firms with the necessary credentials to compete in today's marketplace. MPS CCS requires copies of valid certifications accompany bid and proposal responses. Certification activity is shared with affinity partners to provide insight surrounding how firms are leveraging its certification because of the cost, time, and terms associated with the various certification options.

### Historically Underutilized Business Performance Overview



### FY18 Supplier Diversity Overview

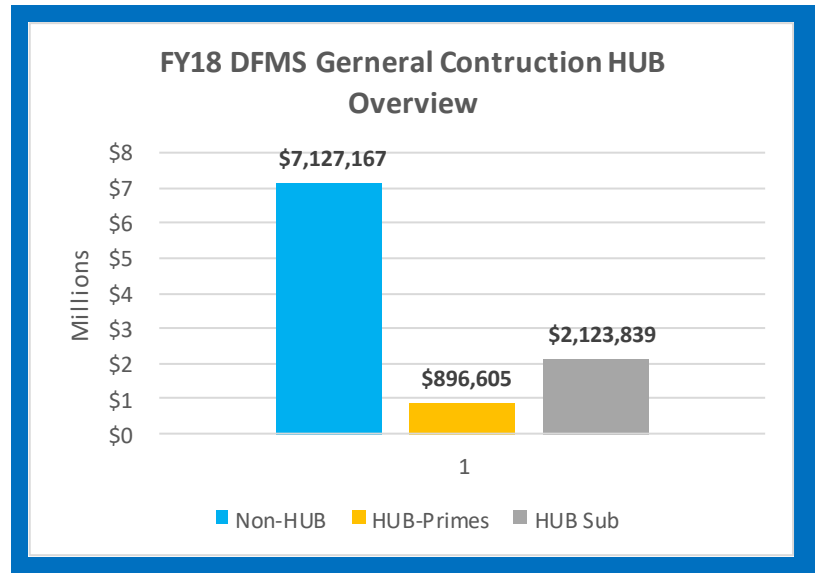


## Facilities and Maintenance Services: General Construction

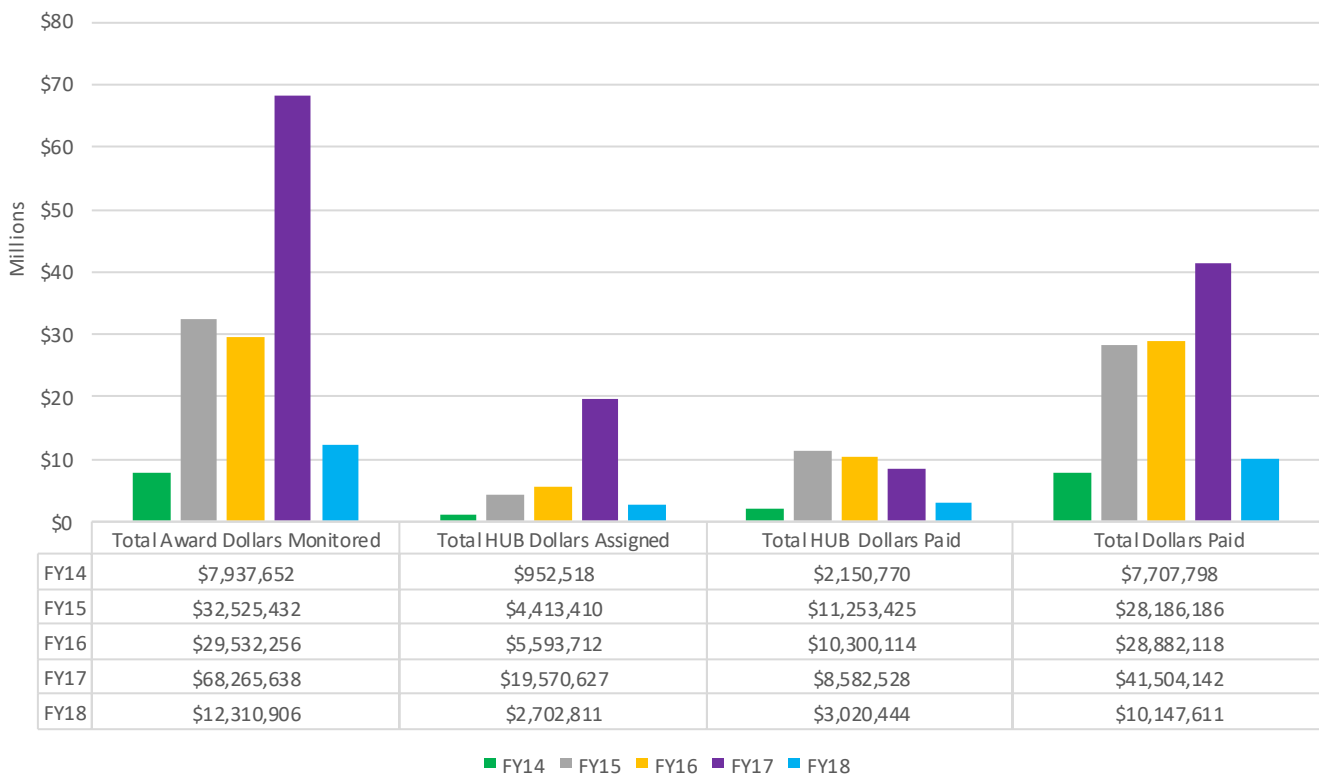
Contract dollars monitored decreased during FY18 due to a decrease in contracts monitored. HUB participation increased within general construction project assignments. Fiscal year comparisons capture an average participation rate closer aligned to the district's annual goal of 25%. The key points below highlight FY18 performance to date as 18% of contract dollars remain open for invoicing.

### FY18 Key Points

- Total Contracts Monitored: **28**
- Contracts Assigned HUB: **19**
- Contract Dollars Monitored: **\$ 12,310,906**
- Total Invoiced Dollars Paid: **\$ 10,147,611**
- District HUB Annual Goal: **25%**
- Average HUB Assignment: **20%**
- Average HUB Performance to date: **31%**
- Sanctioned Dollars Pending Release: **\$185,833**
- **18%** of DFMS FY18 construction dollars remain open for invoicing
- Total Dollars Paid to HUB: **\$3,020,444**



### DFMS General Construction Contract Dollars Monitored

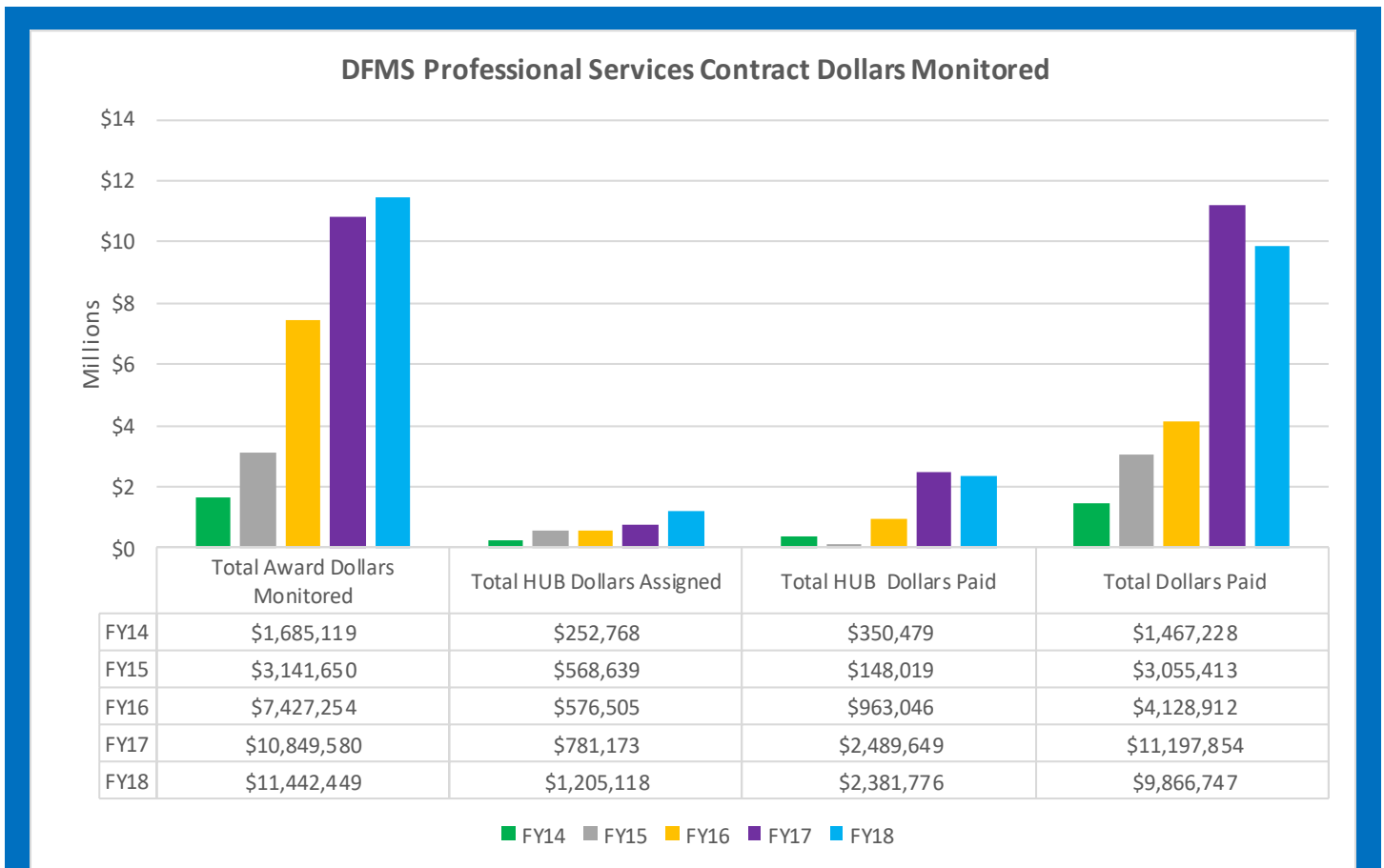
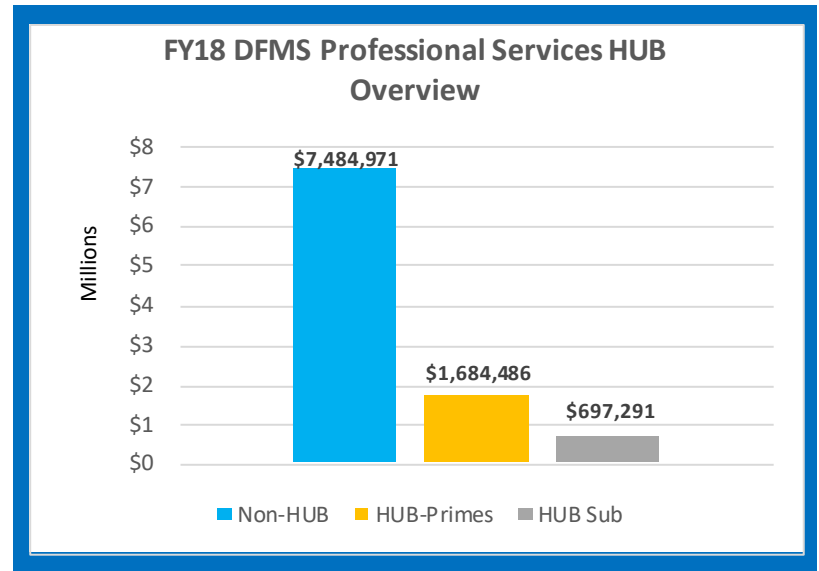


## Facilities and Maintenance Services: Professional Services

Contract labor accounts for 69% of FMS Professional Services contracts. Moving services, architect and design services, and janitorial services account for the remaining projects with HUB assignments. DFMS Professional Services contracts carry a multi-year contracting opportunity thus allowing CCS to monitor compliance over a longer period of time for procured services.

### FY18 Key Points

- Total Contracts Monitored: **62**
- Contracts Assigned HUB: **26**
- Contract Dollars Monitored: **\$11,442,448**
- Total Invoiced Dollars Paid: **\$9,866,747**
- District HUB Annual Goal: **25%**
- Average HUB Assignment: **9%**
- Average HUB Performance to date: **35%**
- Self-performing primes account for **71%** of HUB dollars paid
- Approximately **14%** of DFMS FY18 professional service dollars remain open for invoicing
- Total Dollars Paid to HUBs: **\$2,381,776**



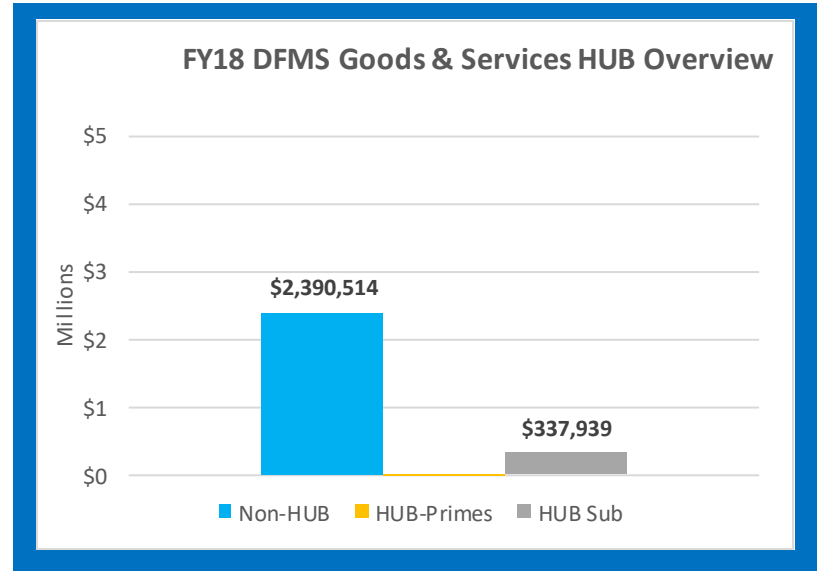


## Facilities and Maintenance Services: Goods & Services

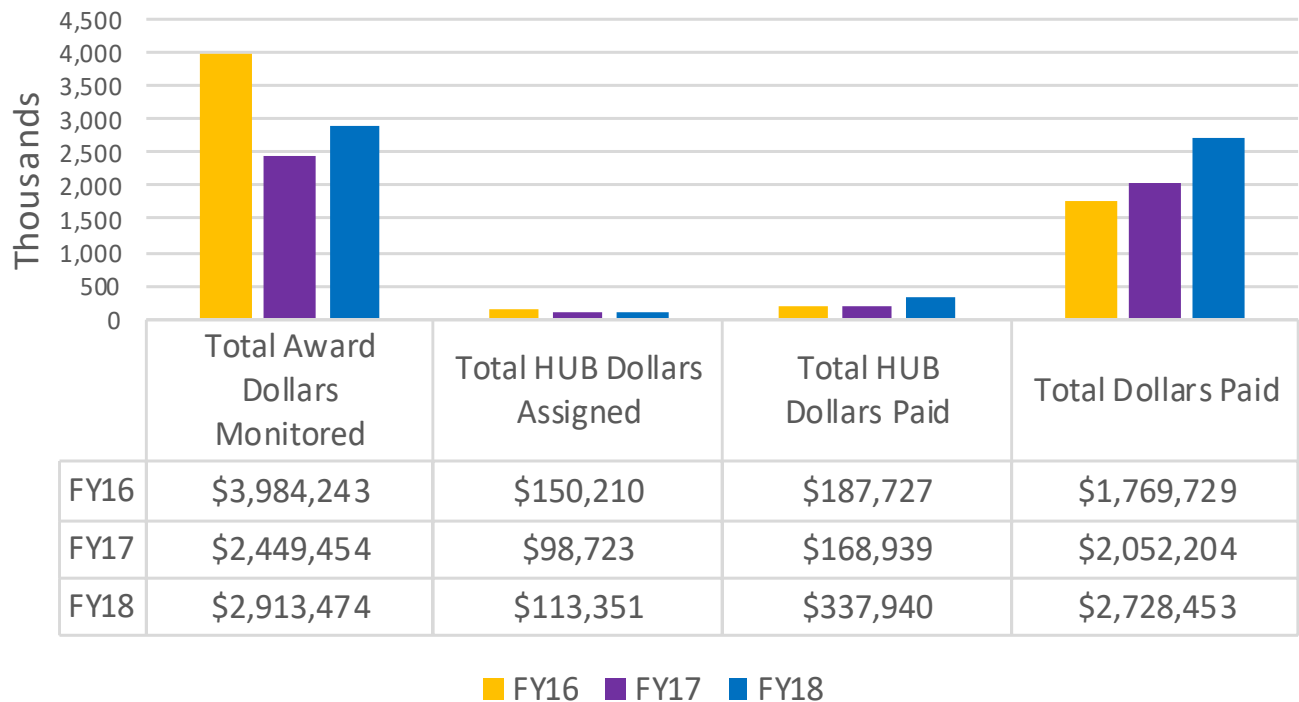
Process improvements implemented during FY16 provided the basis to capture detailed reporting. Janitorial supplies account for all of the HUB participation. The increase use of cooperative agreements have resulted in the performance growth since some lead agencies require minority or women business participation which allows MPS to capture related expenditure utilization for HUB reporting.

### FY18 Key Points

- Total Contracts Monitored: **4**
- Contracts Assigned HUB: **2**
- Contract Dollars Monitored: **\$2,913,474**
- Total Invoiced Dollars Paid: **\$2,728,453**
- District HUB Annual Goal: **25%**
- Average HUB Assignment: **5%**
- Average HUB Performance to date: **22%**
- Total Dollars Paid to HUB: **\$337,940**



## DFMS Goods & Services Contract Dollars Monitored



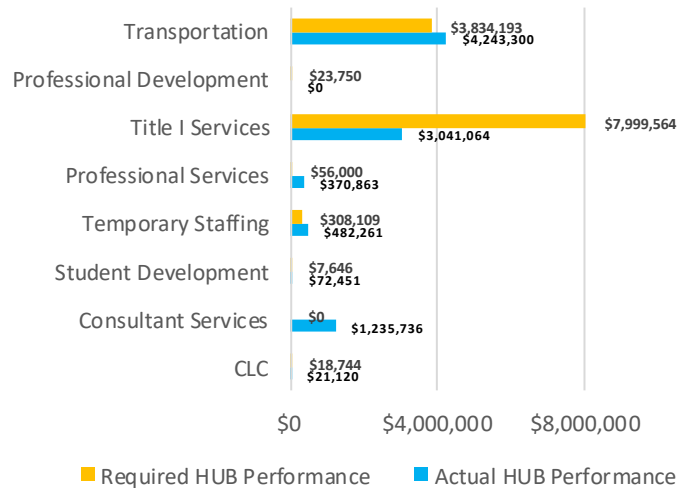
## Professional Services: Summary

Contract categorical monitoring improvements resulted in detailed departmental performance of expenditure utilization. Total invoiced dollars paid present opportunities of contract under-utilization on both single and multi-year contracts. HUB performance exceeds the HUB assignment because there are more self-performing prime contractors within professional service contracts. A detailed breakdown of category performance is available in the subsequent pages.

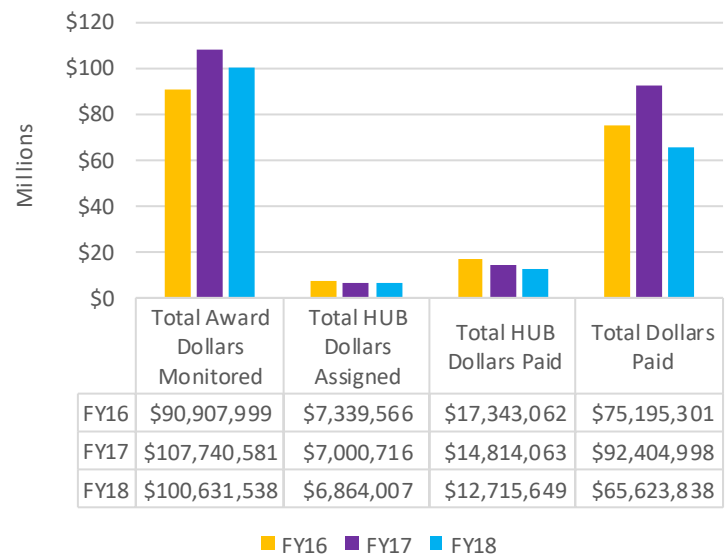
### FY18 Key Points

- Total Contracts Monitored: **114**
- Contracts Assigned HUB: **97**
- Total Contract Category: **8**
- Contract Dollars Monitored: **\$103,973,771**
- Total Invoiced Dollars Paid: **\$67,863,510**
- District HUB Annual Goal: **25%**
- Average HUB Assignment: **8%**
- Average HUB Performance to date: **15%**
- Total Dollars Paid to HUB: **\$12,715,649**
- Self-Performing HUB Prime: **\$6,781,376**  
**50% of total HUB dollars paid**
- HUB Subcontractor Participation:  
**\$5,998,246** **9% of total HUB dollars paid**
- Total Non-HUB Vendor Payments: **\$52,945,272**,  
**81% of total dollars paid to date**

### FY18 Professional Services HUB Performance By Category



### Professional Services Contract Dollars Monitored

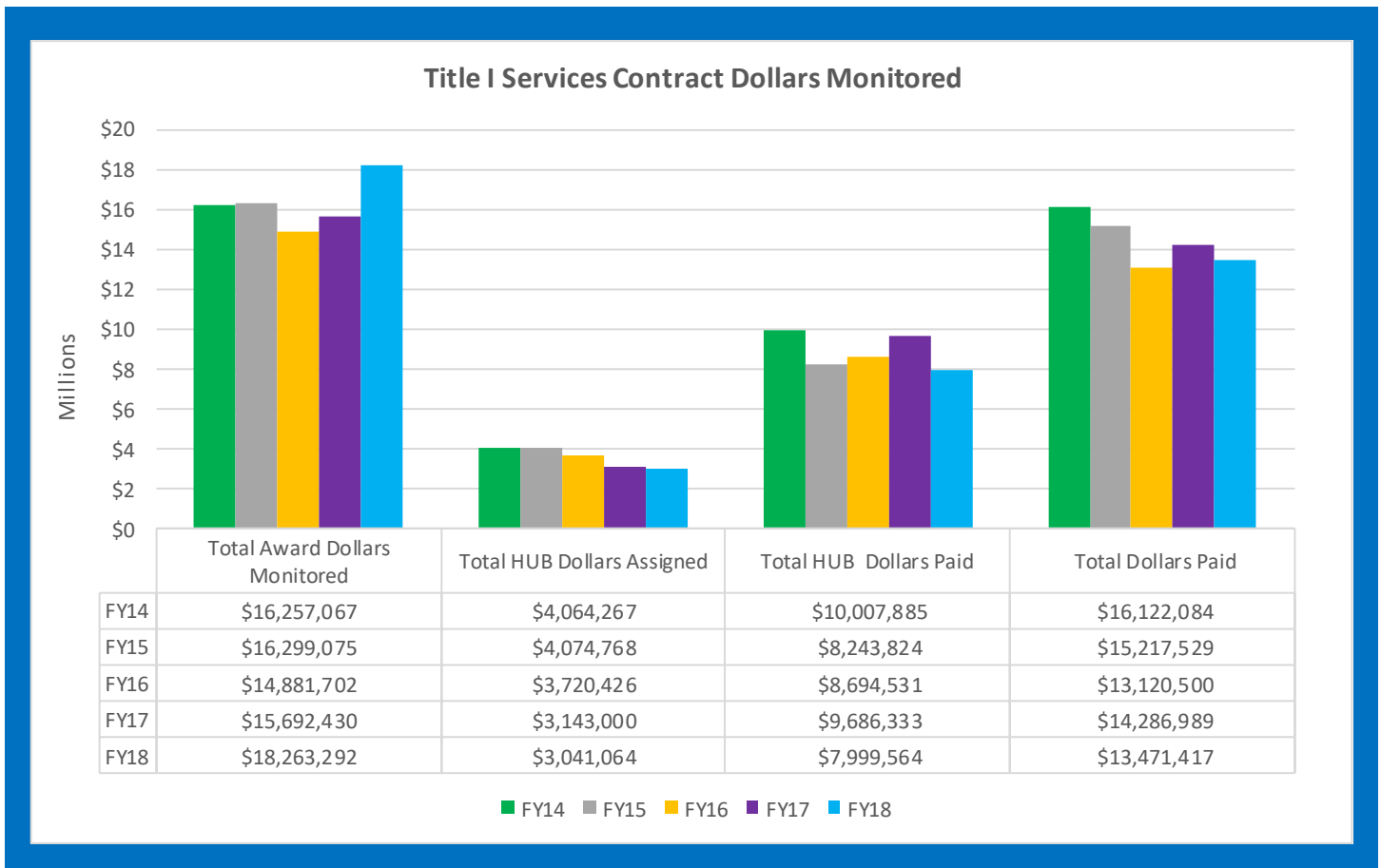
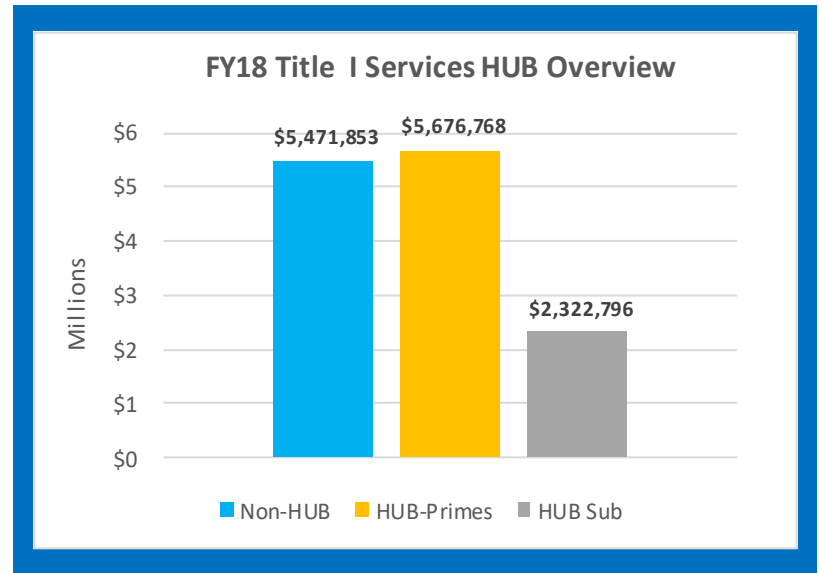


## Professional Services: Title I Services

Contract dollars monitored decreased during FY18 with Title I Services' vendors although HUB participation remains steady within service providers. Title I Services contracts typically achieve high HUB participation rates because of a self-performing prime Woman Business Enterprise (WBE). HUB participation on Title I Service contracts possess a variety of professional services vendors and industries engaged on the two contracts where HUB is assigned.

### FY18 Key Points

- Total Contracts Monitored: **3**
- Contracts Assigned HUB: **2**
- Contract Dollars Monitored: **\$18,263,292**
- Total Invoiced Dollars Paid: **\$13,471,417**
- District HUB Annual Goal: **25%**
- Average HUB Assignment: **15%**
- Average HUB Performance to date: **59%**
- Self-Performing Prime: **43% of FY18 Title I Service dollars**
- Total Dollars Paid to HUB: **\$7,999,564**

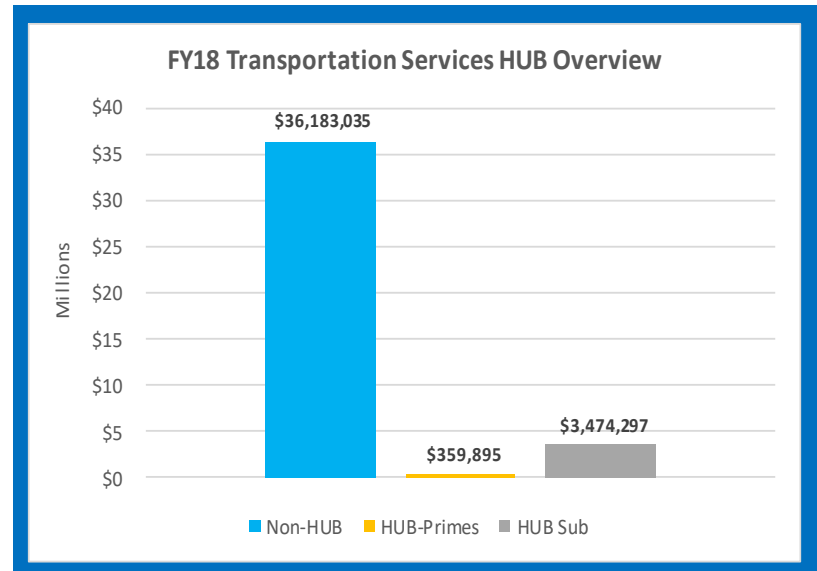


## Professional Services: Transportation Services

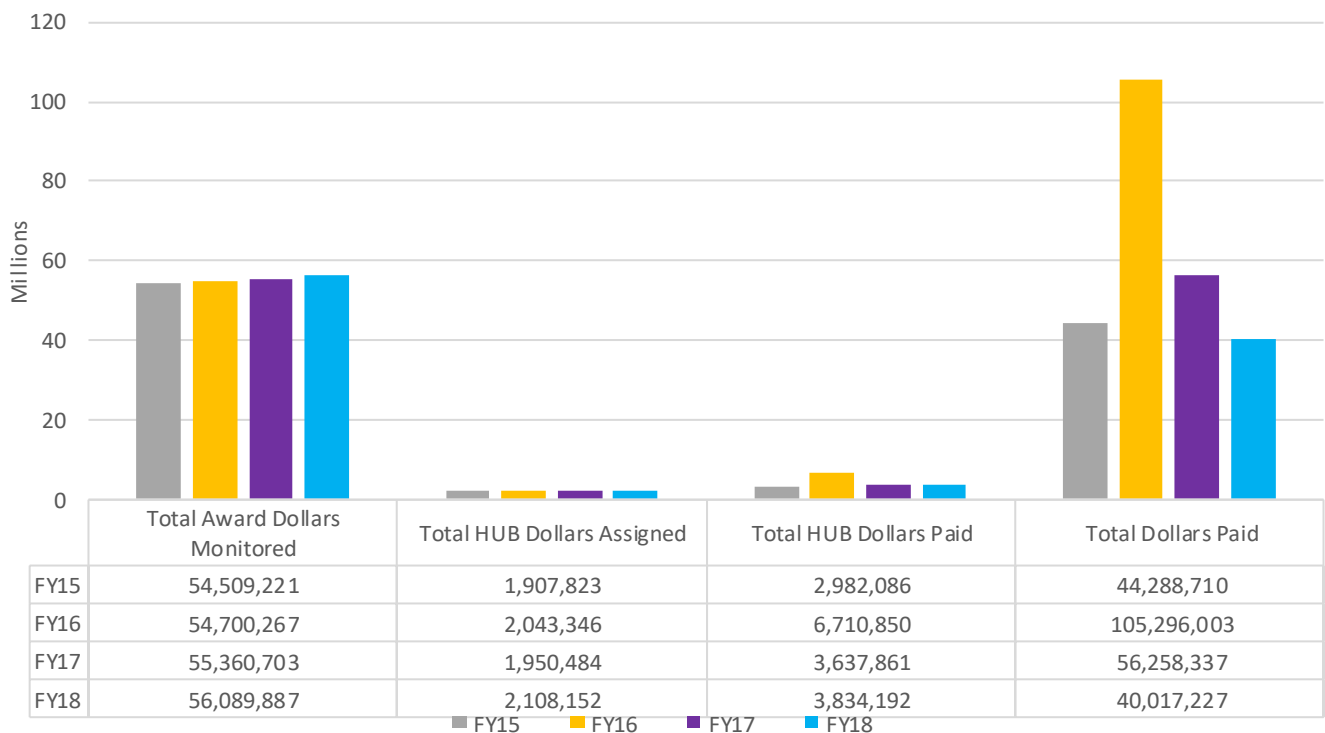
The average HUB assignment remains consistent at a 5% rate although actual HUB participation increases year over year. The participation rate increase is attributed to two self-performing prime contractors. Transportation services captures spend of one of two certified LGBTBE firms within the district.

### FY18 Key Points

- Total Contracts Monitored: **33**
- Contracts Assigned HUB: **30**
- Contract Dollars Monitored: **\$56,089,887**
- Total Invoiced Dollars Paid: **\$40,017,227**
- District HUB Annual Goal: **25%**
- Average HUB Assignment: **5%**
- Average HUB Performance to date: **9%**
- Total Dollars Paid to HUBs: **\$3,834,192**



### Transportation Services Contract Dollars Monitored

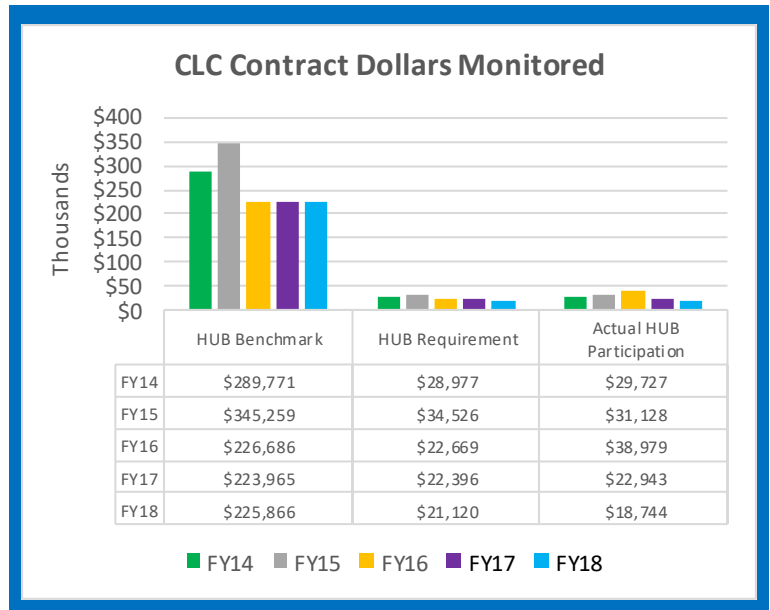


**Professional Services: 21st Century Learning Centers (CLC)**

HUB participation requirements remain consistent for CLC’s. Women business enterprises continue to be the highest represented supplier of goods and services for CLC sites. HUB participation is also limited to non-salary and non-fringe related purchases and therefore restricts spend. CLC sites routinely contact CCS for lists of available HUB firms to provide a greater community impact when designated HUB dollars are limited per site. Total contract dollars monitored are not reflected within the table below because agencies determine what spend will be eligible for HUB participation based on its programs needs.

**FY18 Key Points**

- Total Contracts Monitored: **47**
- Contracts Assigned HUB: **47**
- Contract Dollars Monitored: **\$4,269,750**
- Total Invoiced Dollars Paid: **\$3,157,198**
- District HUB Annual Goal: **25%**
- Average HUB Assignment: **10%**
- Average HUB Performance to date: **8%**
- Total Dollars Paid to HUBs: **\$18,744**

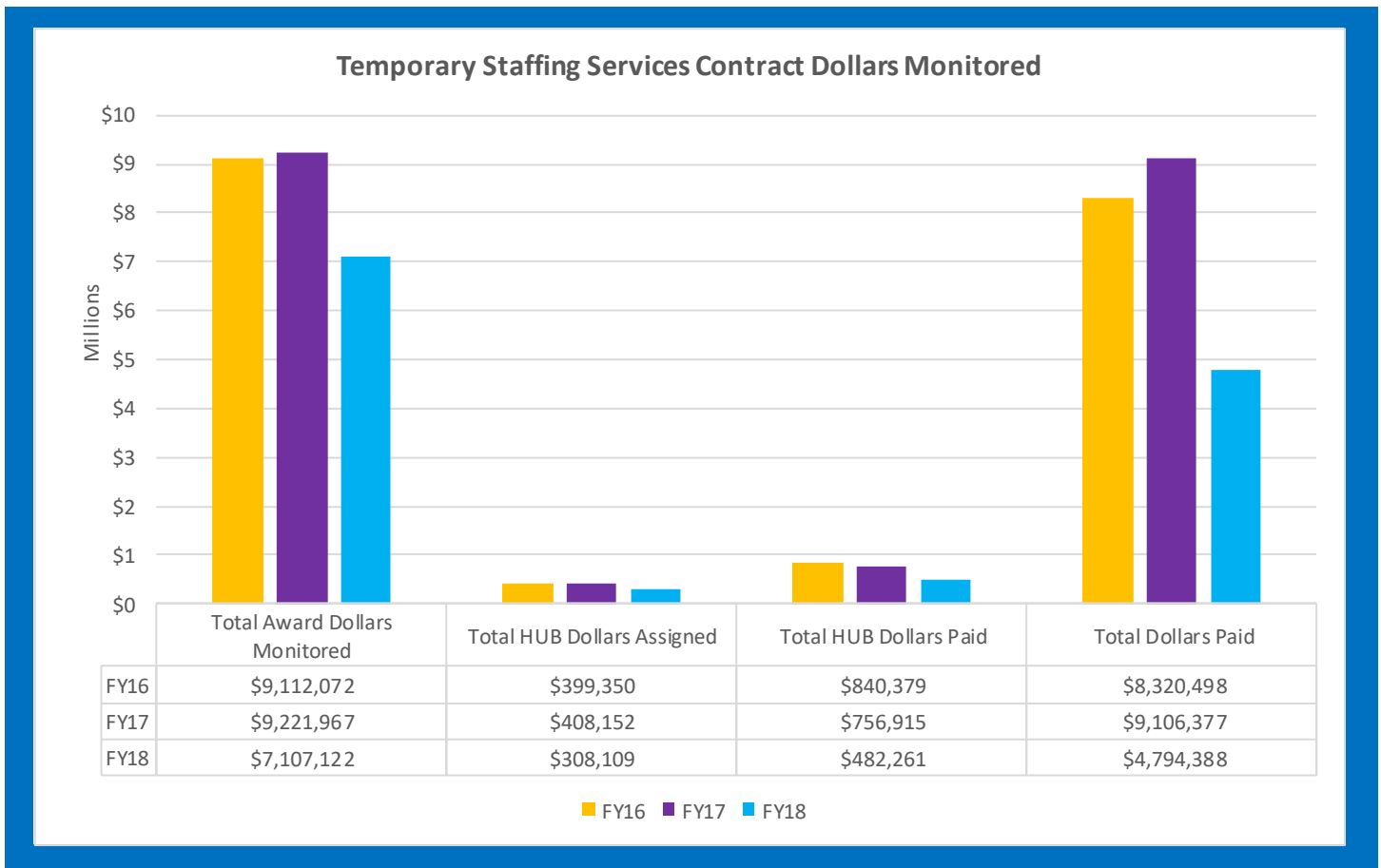
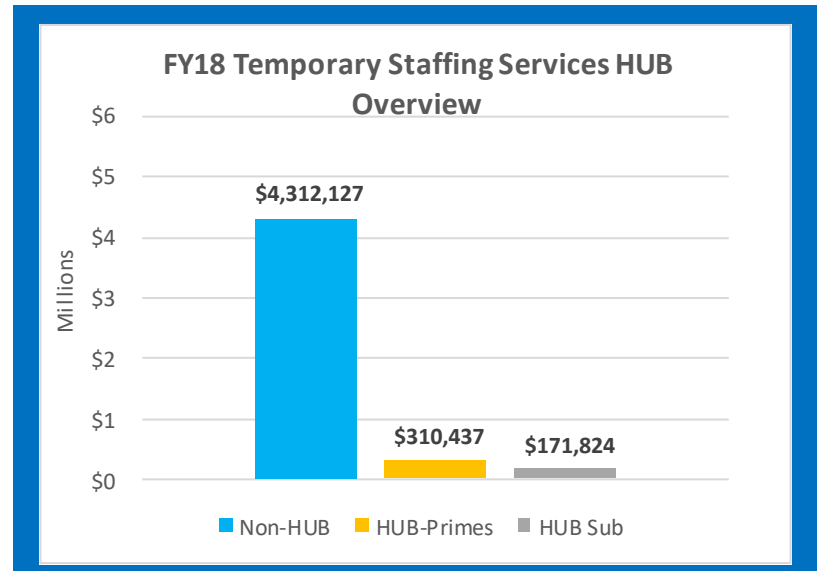


## Professional Services: Temporary Staffing Services

Temporary staffing services account for 7% of professional service contracts and provide necessary support to the district. Participation percentage assignments vary because of the staffing related request. Higher percentages are represented within technology and clerical staffing requests compared to occupational therapists and speech pathologist requests.

### FY18 Key Points

- Total Contracts Monitored: 7
- Contracts Assigned HUB: 4
- Contract Dollars Monitored: **\$7,107,122**
- Total Invoiced Dollars Paid: **\$4,794,388**
- District HUB Annual Goal: **25%**
- Average HUB Assignment: **6%**
- Average HUB Performance to date: **5%**
- Total Dollars Paid to HUBs: **\$482,261**



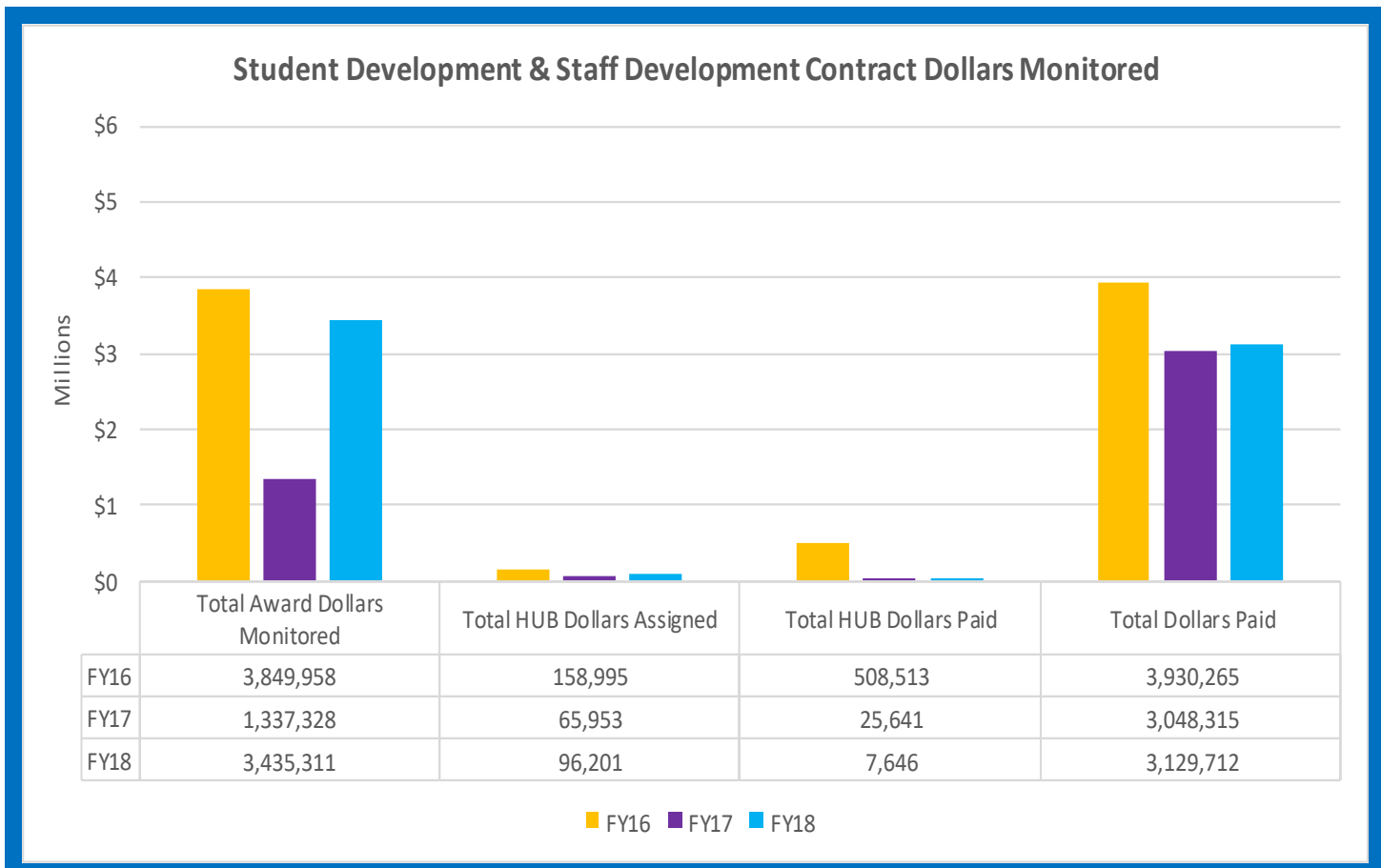
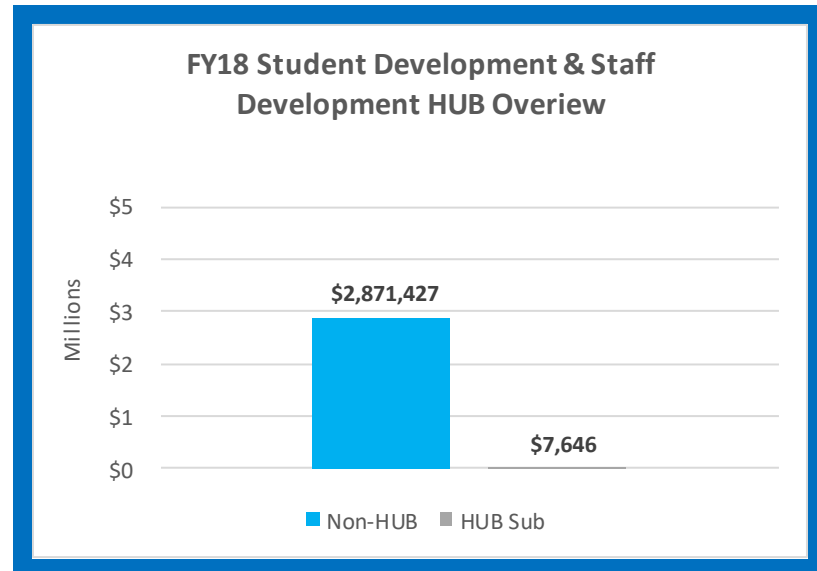


## Professional Services: Staff & Student Development

HUB participation reporting is new for staff and student development services this fiscal year. It was deemed necessary to further break-out professional service expenditures. An increase of student and staff development contracts were executed during the recorded period. The average HUB assignment is 1% on these procurements, and although performance for the reporting year depicts non-compliance,; remediation plans are in place to address performance concerns.

### FY18 Key Points

- Total Contracts Monitored: 9
- Contracts Assigned HUB: 5
- Contract Dollars Monitored: **\$3,435,311**
- Total Invoiced Dollars Paid: **\$3,129,712**
- District HUB Annual Goal: **25%**
- Average HUB Assignment: **1%**
- Average HUB Performance to date: **>1%**
- Over **9%** of DFMS FY18 staff & student development dollars remain open for invoicing
- Total Dollars Paid to HUBs: **\$7,646**

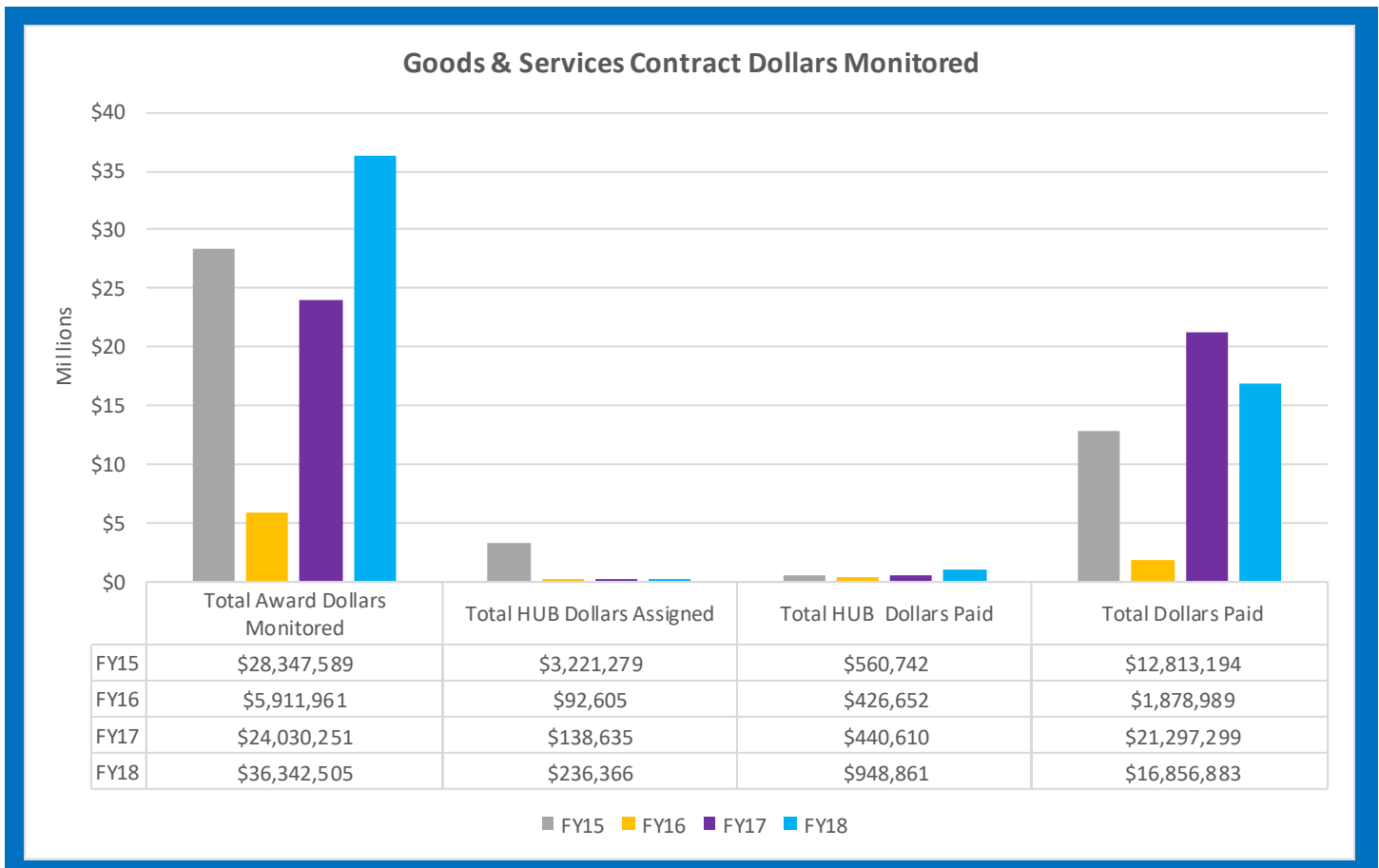
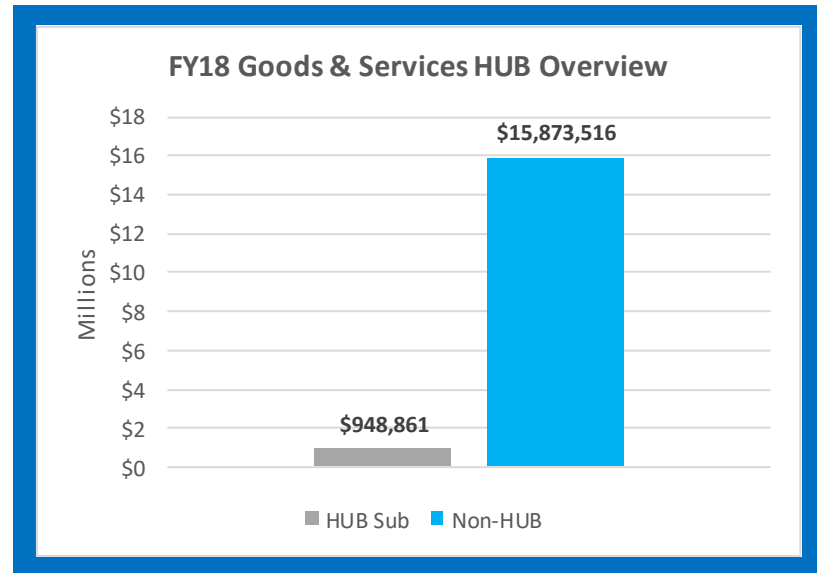


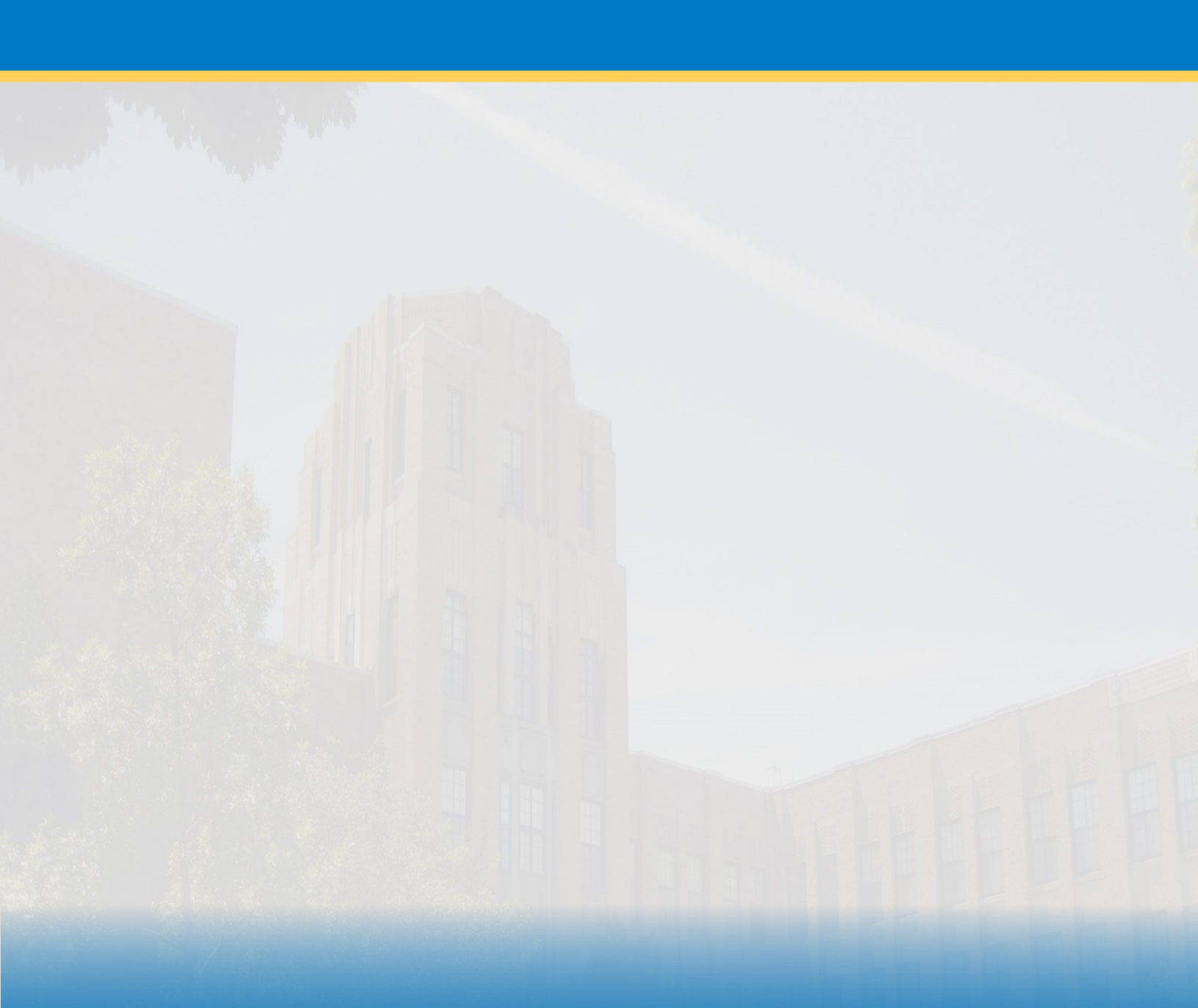
## Goods & Services Summary

CCS continues monthly monitoring and reports performance to the associated contractor and designated contract sponsor to ensure transparency is compliance findings. Goods and Services contracts were awarded to multiple vendors under the same contracting method, thus providing CCS the opportunity to capture comprehensive performance reporting for firms when demonstrating non-compliance towards HUB.

### FY18 Key Points

- Total Contracts Monitored: **30**
- Contracts Assigned HUB: **6**
- Contract Dollars Monitored: **\$32,579,037**
- Total Invoiced Dollars Paid: **\$16,856,883**
- District HUB Annual Goal: **25%**
- Average HUB Assignment: **5%**
- Average HUB Performance to date: **4%**
- Total Dollars Paid to HUB: **\$948,861**





# Communities In Need (COIN)

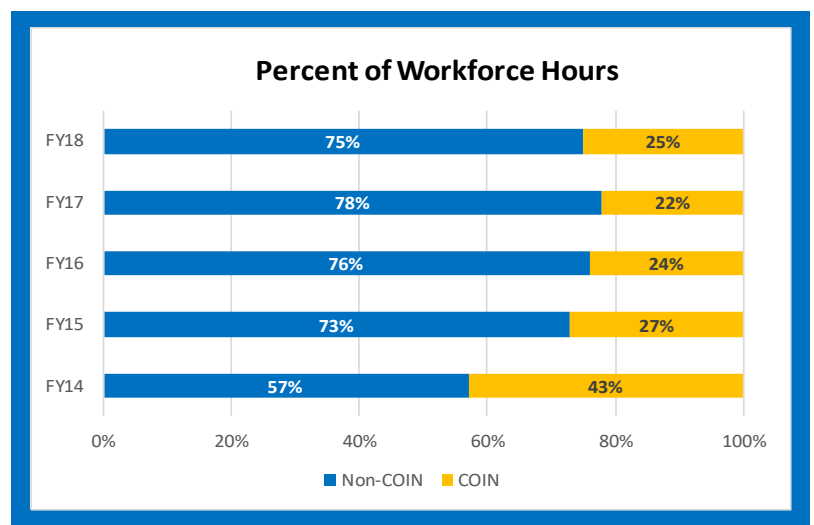
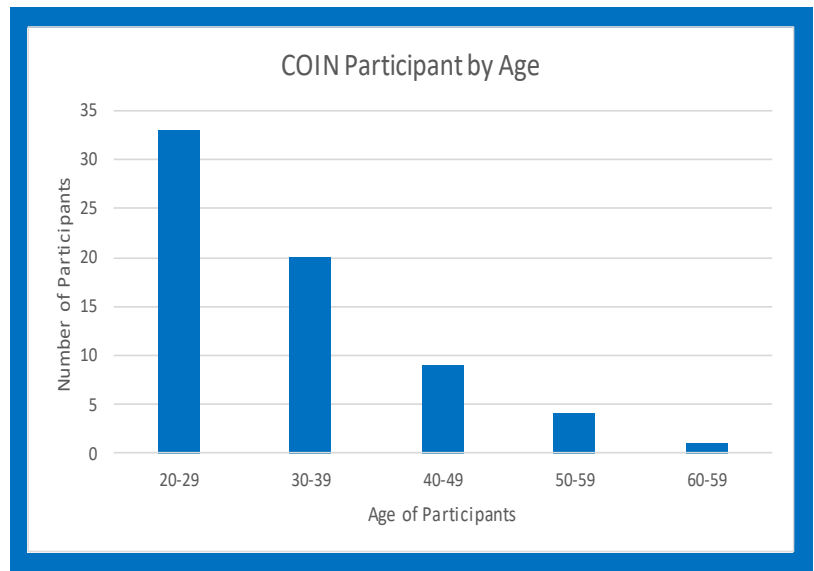
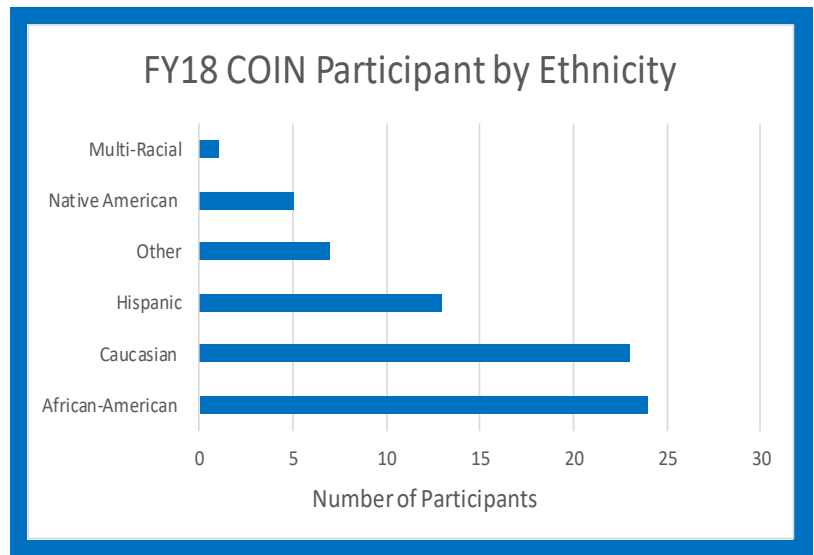


## COIN Performance Summary

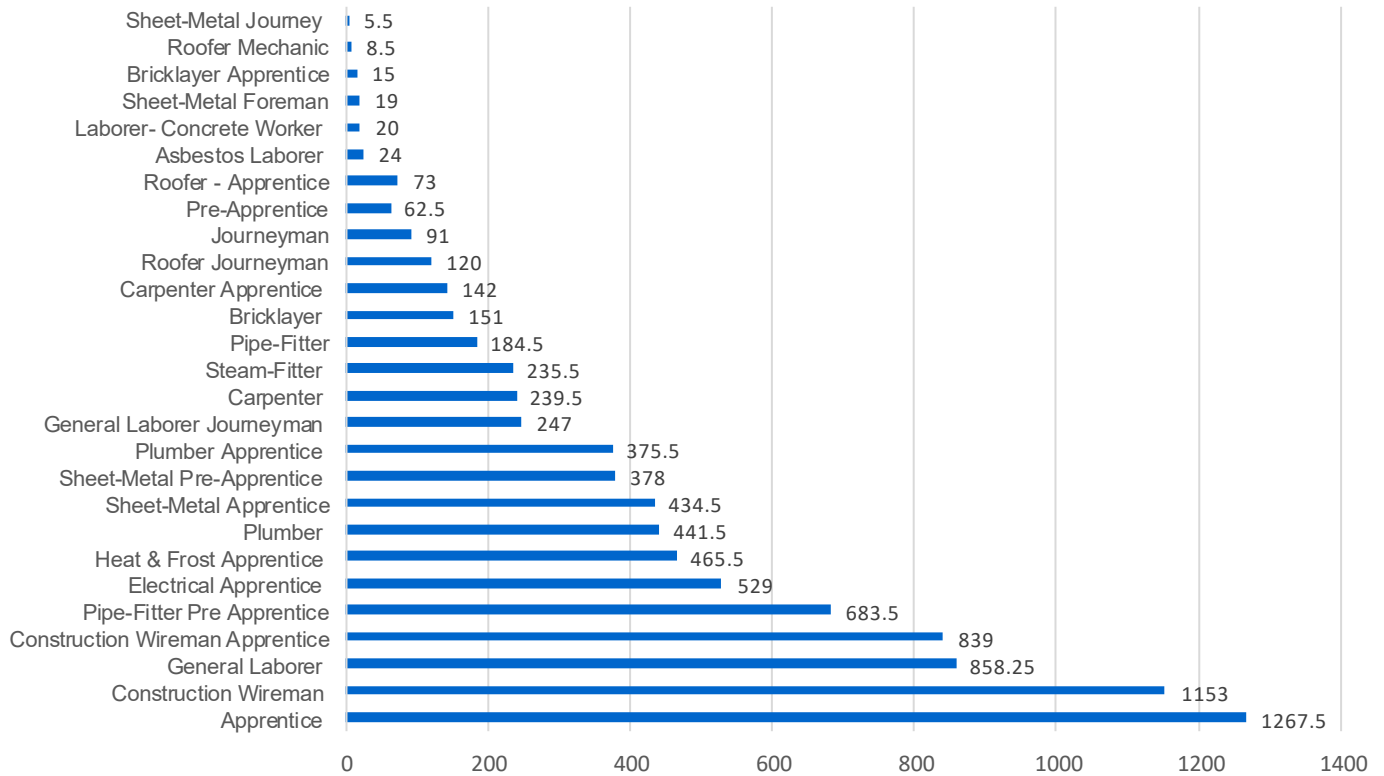
The COIN initiative is the District's workforce preference program which targets the employment of constituents on construction contracts who may be unemployed or underemployed and meet income based criteria. COIN individuals are a mixture of both skilled and unskilled workers. Certifications are processed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

### FY18 Key Points

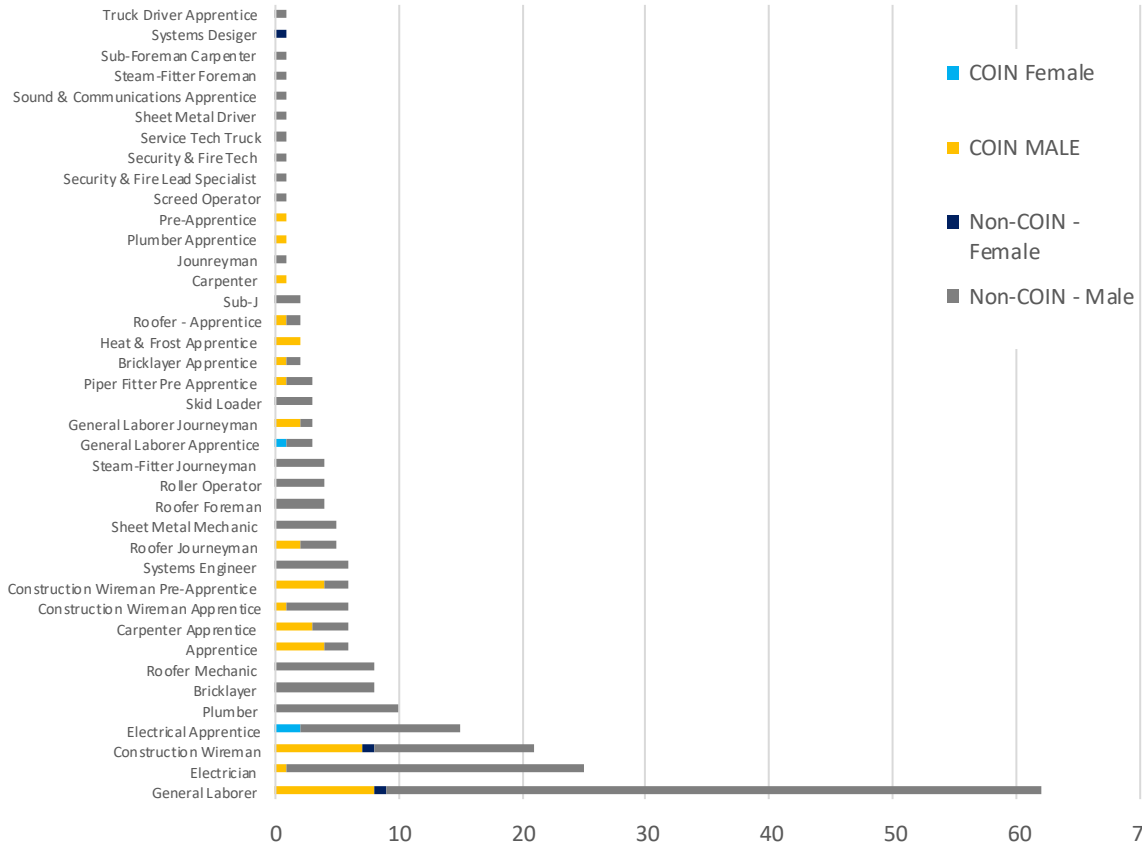
- Total FMS Contracts Monitored: **28**
- Total Contracts with Coin Requirements: **18**
- Total Number of Times Coin Workers Engaged: **47**
- Average COIN Percentage Assigned: **13%**
- Total eligible participants: **36**
- FY 18 COIN Certified: **25**
- Total Skilled Trades Engaged: **27**
- Total Coin Worker Hours: **9,063**
- Total Non-COIN Worker Hours: **25,922**
- Total Workforce Hours: **34,985**
- **Total wage earnings were not available at the time of the publishing of this report, although data is accessible.**
- **Increase of COIN participants captured within the following rankings: Pre-Apprentice, Apprentice, and Journeyman**
- **Females remain underrepresented within both COIN and Non-COIN workers.**



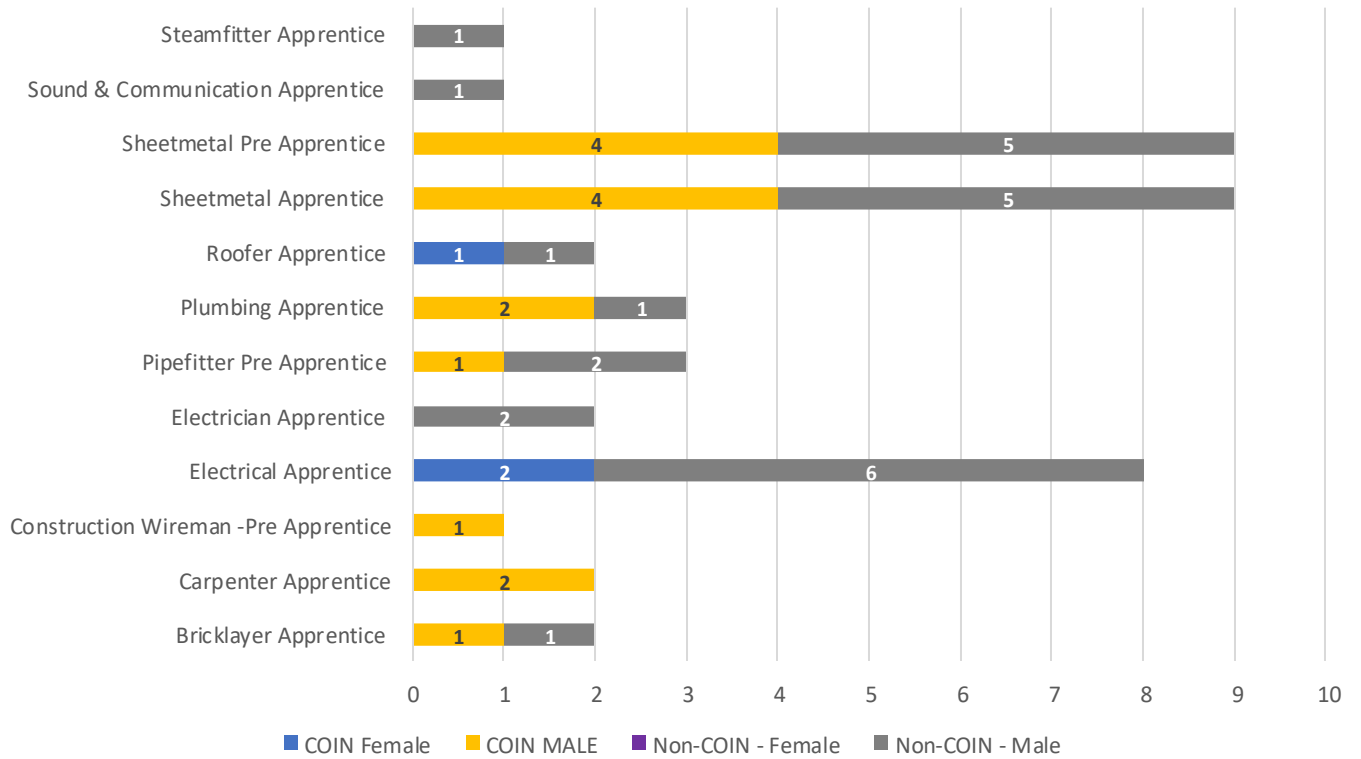
## FY18 COIN Hours Performed by Trade Classification



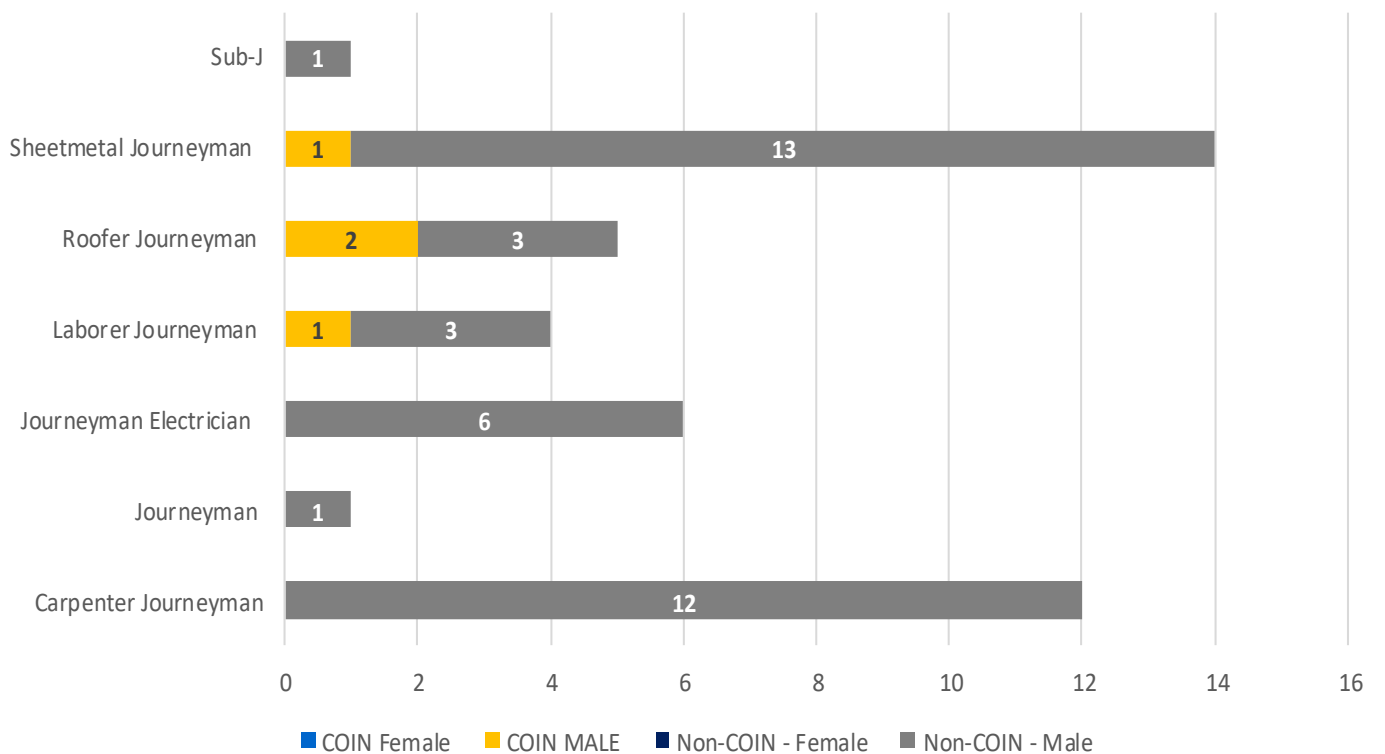
## DFMS Skilled Trade Classification by Gender



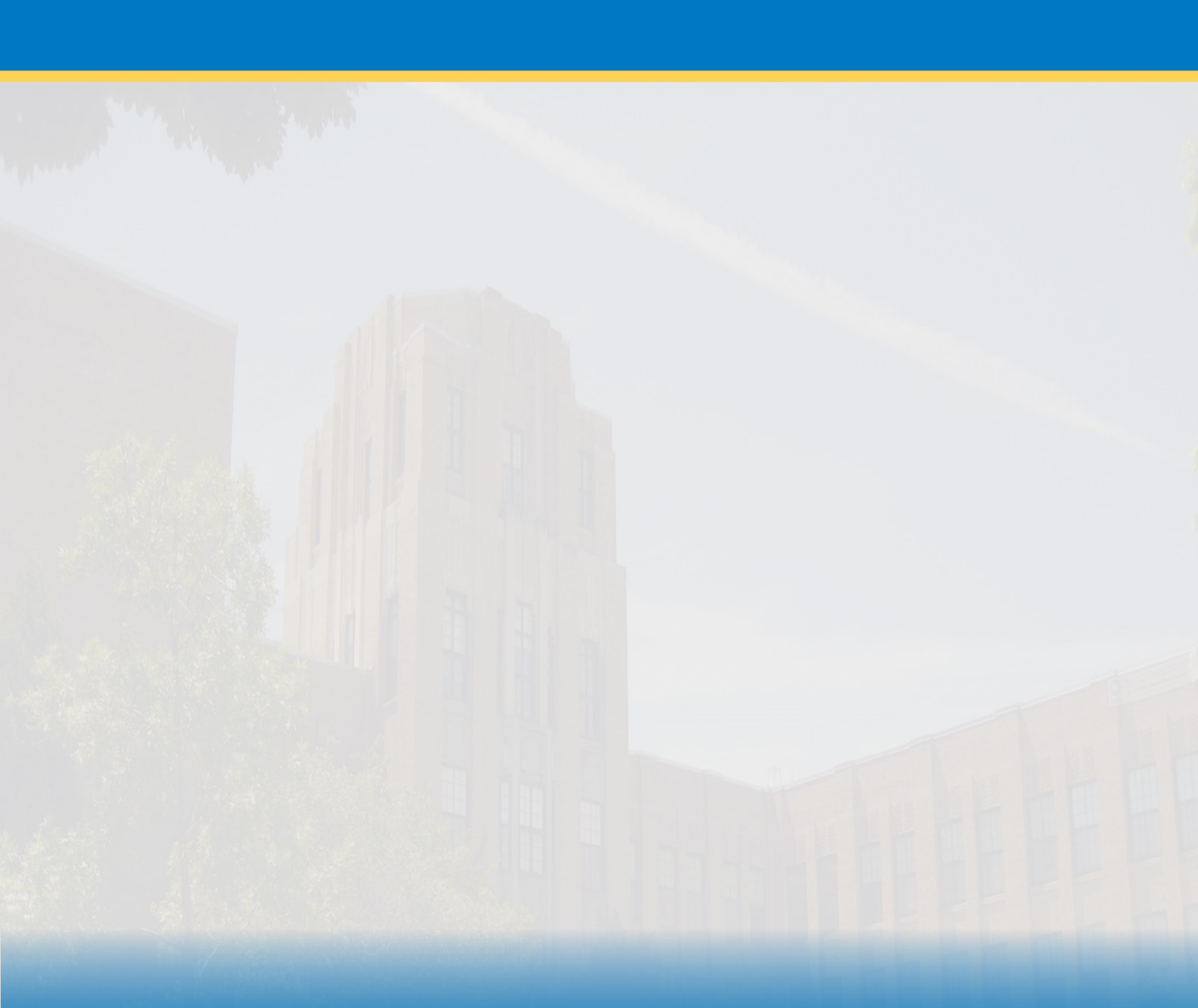
### DFMS Skilled Trade Ranking Classification Pre-Apprentice & Apprentice



### DFMS Skilled Trade Ranking Classification Journeyman







# Student Engagement Program



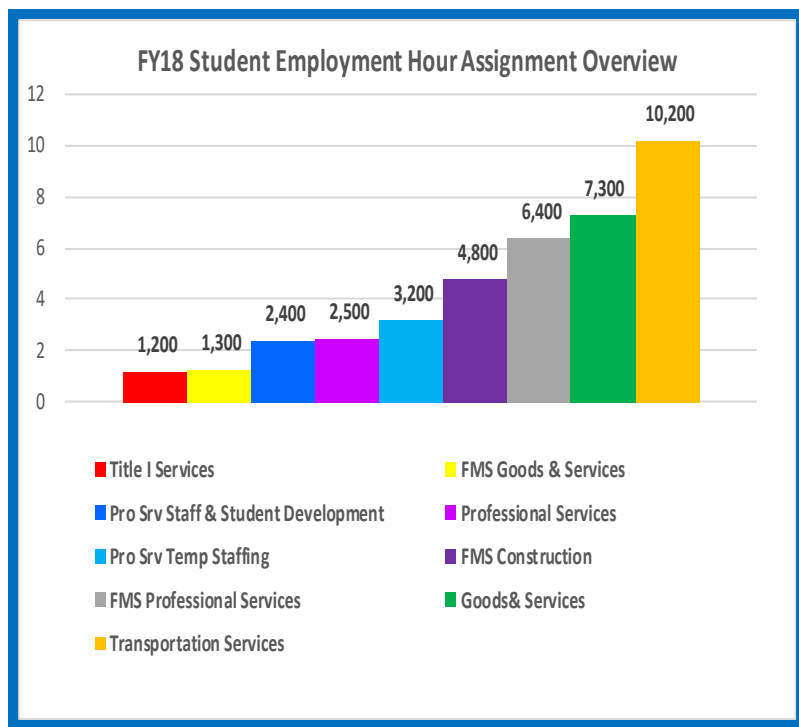
## Student Employment Summary

Student employment requirements involve MPS students in career exploration through paid employment opportunities linking students to real-world work experiences alongside MPS contractors, vendors, community based organizations, and MPS departments. The top four personal and professional development areas of focus for student participants include: self-reliance skill, inter personal skill, transferrable skills and specialist skills. The number of contracts with employment assignments increased during FY18 although we experienced a slight decrease in student hours assigned. Job-readiness training sessions are hosted throughout the school year to continue the engagement efforts surrounding workforce development for students.

### FY18 Key Points

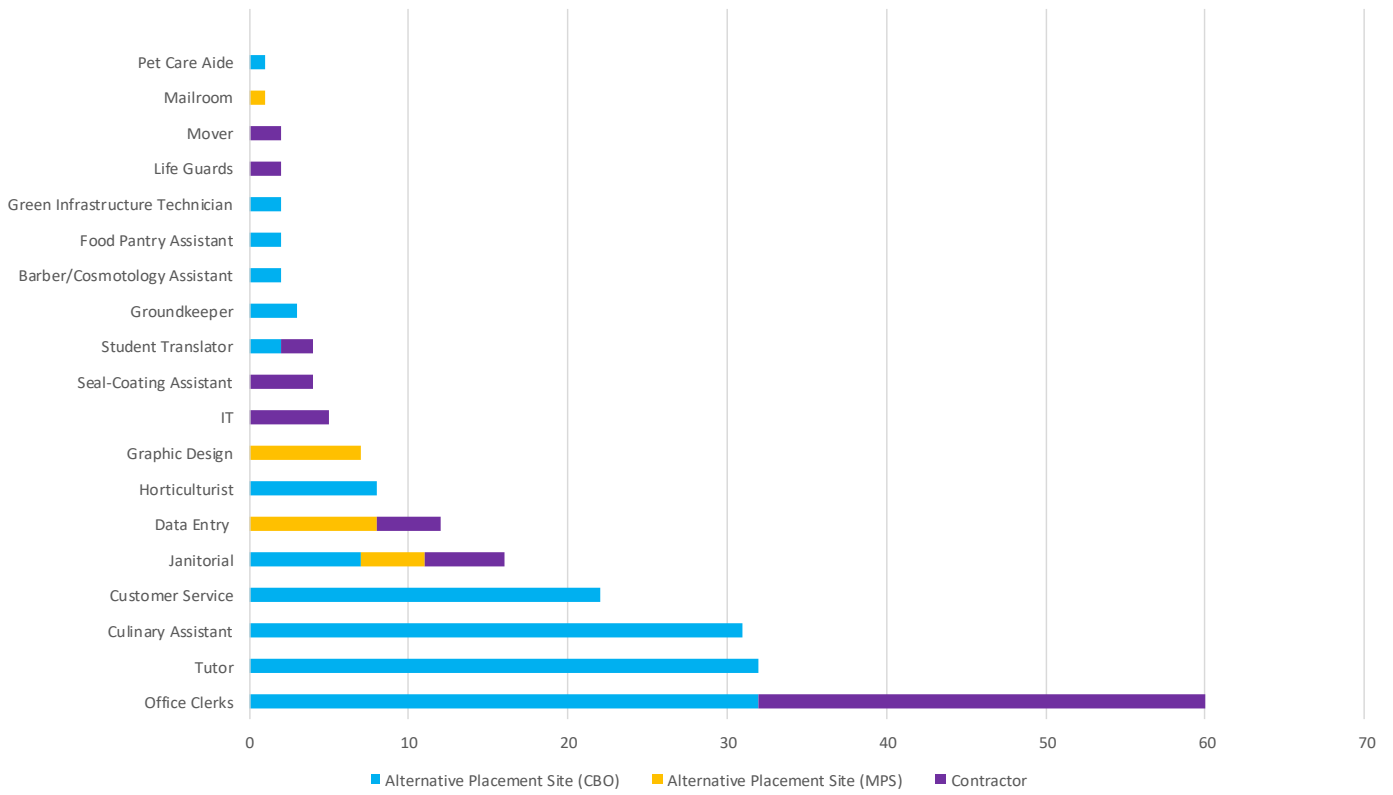
- Total Contracts Monitored: **238**
- Total Contracts with Student Employment Requirements: **142**
- Total Number of Students Hired: **229**
- Average Student Employment Assignment: **269**
- Total Student Employment Hours: **39,300**
- Total Student Completed Employment Hours: **25,235**

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



	FY15	FY16	FY17	FY 18
# of Contracts Assigned SE Requirements	80	95	124	142
# of SE Hours Assigned to Contracts	20,980	30,780	40,160	39,300
# of Student Job Readiness Training Participants	143	105	89	79
# of Interviews Conducted	127	108	371	127
# of Students Hired	106	107	176	229
# of Alternative Placement Site Utilized	23	17	3	21
<b>Total Student Wages Earned</b>	<b>\$216,514</b>	<b>\$328,115</b>	<b>\$434,531</b>	<b>\$425,226</b>

## FY18 Student Employment Position Classification



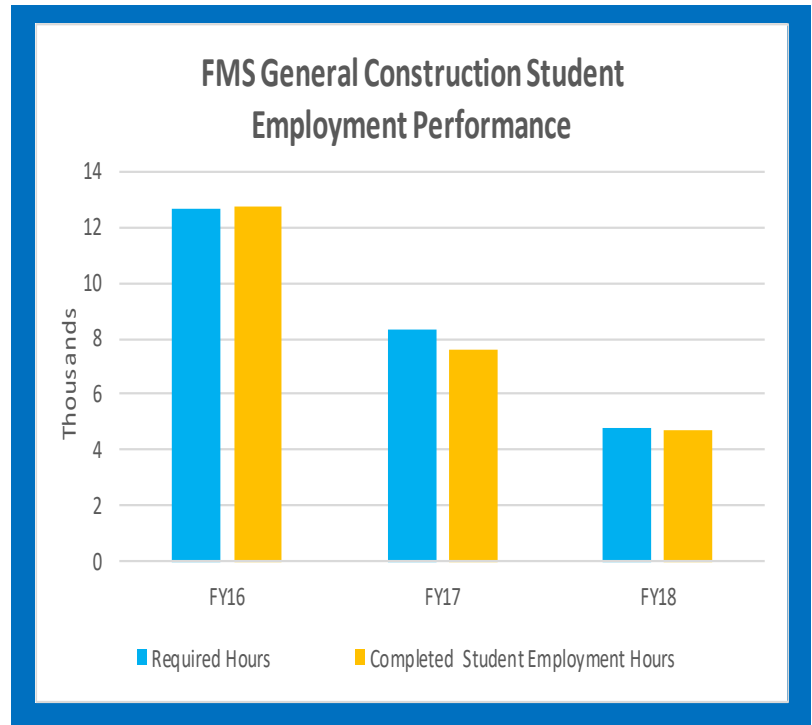
### Student Employment: FMS General Construction

The assigned student employment hours decreased in FY18, from the previous fiscal year. The following graph provides fiscal year comparisons. A total of 59 positions were filled during the year with general construction companies.

#### Key Points

- Contracts with Student Employment Req: **25**
- Total Required Employment Hours: **4,800**
- Currently Completed Employment Hours: **4,715**
- Filled Student Positions: **59**

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

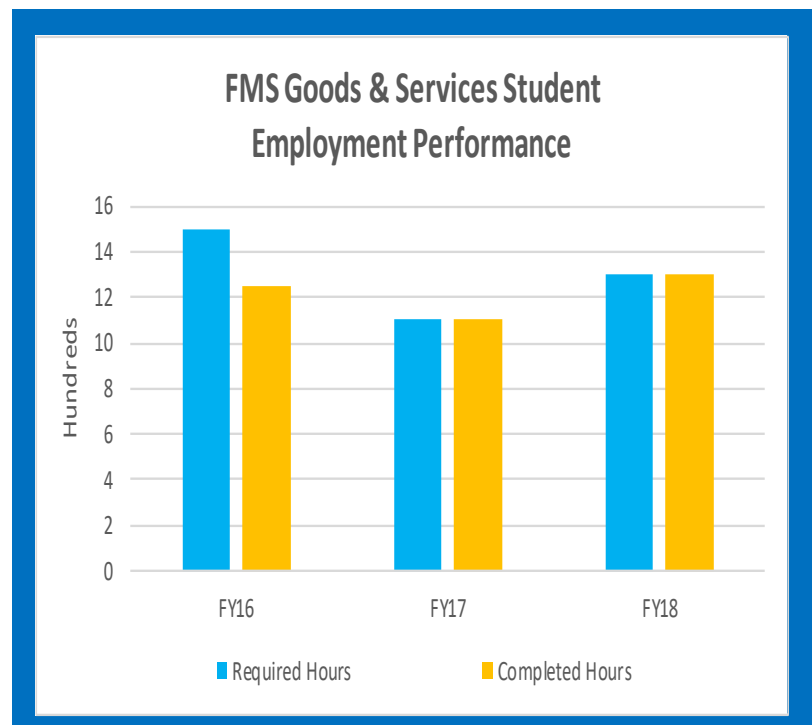


### Student Employment: FMS Goods

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

#### Key Points

- Contracts with Student Employment Req: **4**
- Total Required Employment Hours: **1,300**
- Currently Completed Employment Hours: **1,300**
- Filled Student Positions: **13**



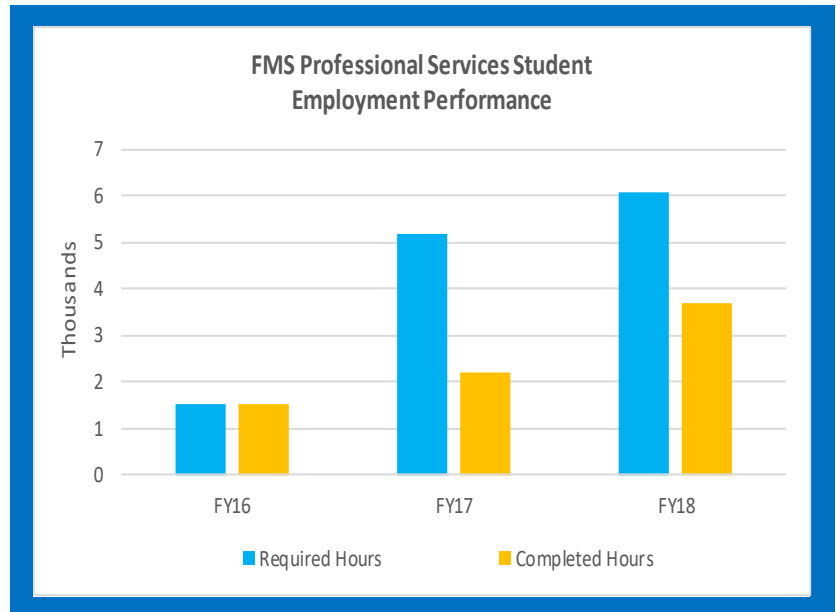
## Student Employment: FMS Professional Services

Student employment hours increased during FY18 from the prior fiscal year. Students have been able to participate in internships enhancing subject specific knowledge and technical skills while working with engineering and manufacturing companies.

### Key Points

- Contracts with Student Employment Req: **26**
- Total Required Employment Hours: **6,100**
- Currently Completed Employment Hours: **3,673**
- Filled Student Positions: **11**

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



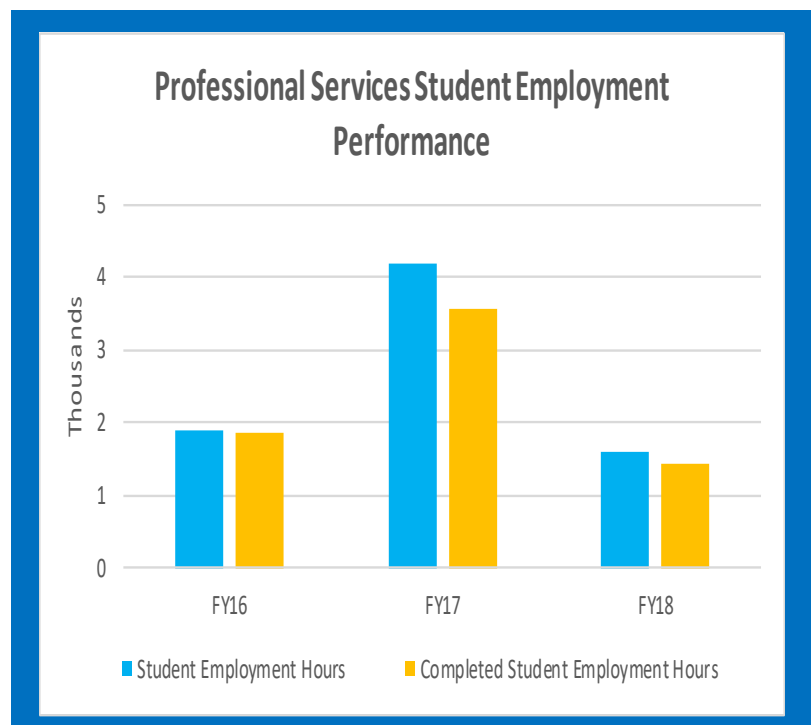
## Student Employment: Professional Services

The assigned student employment hours increased in FY18, from the previous fiscal year. The following graph provides fiscal year comparisons. Overall, a total of 35 positions were filled during the year. The next few pages will breakdown performance by professional services category .

### Key Points

- Contracts with Student Employment Req: **9**
- Total Required Employment Hours: **2,500**
- Currently Completed Employment Hours: **1,734**
- Filled Student Positions: **14**

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



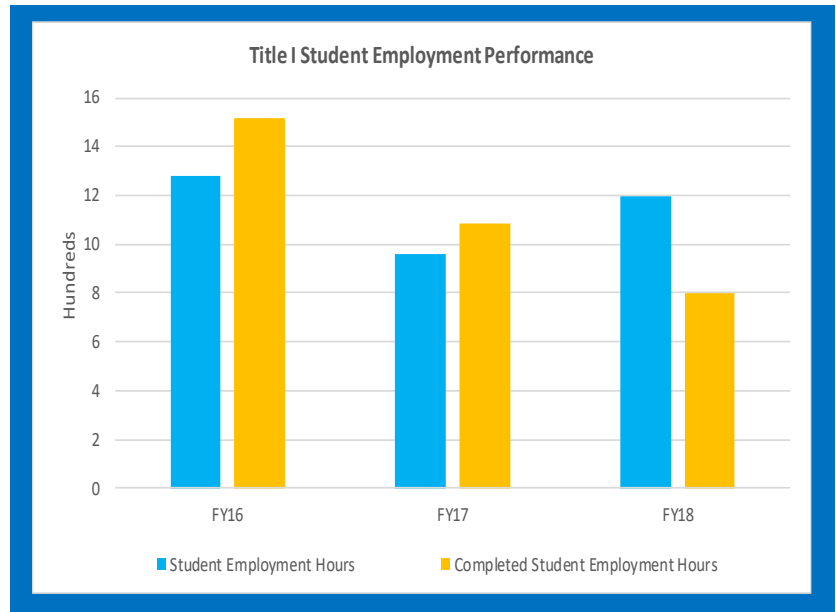
## Student Employment: Title I Services

The number of assigned student employment hours remained consistent in FY18. Two Title I Service providers continue to provide year-round employment opportunities to students. These student inters are office assistants and are gaining first-hand experience as to the function and operation of MPS Title I Service provider.

### Key Points

- Contracts with Student Employment Req: **3**
- Total Required Employment Hours: **1,200**
- Currently Completed Employment Hours: **800**
- Filled Student Positions: **3**

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



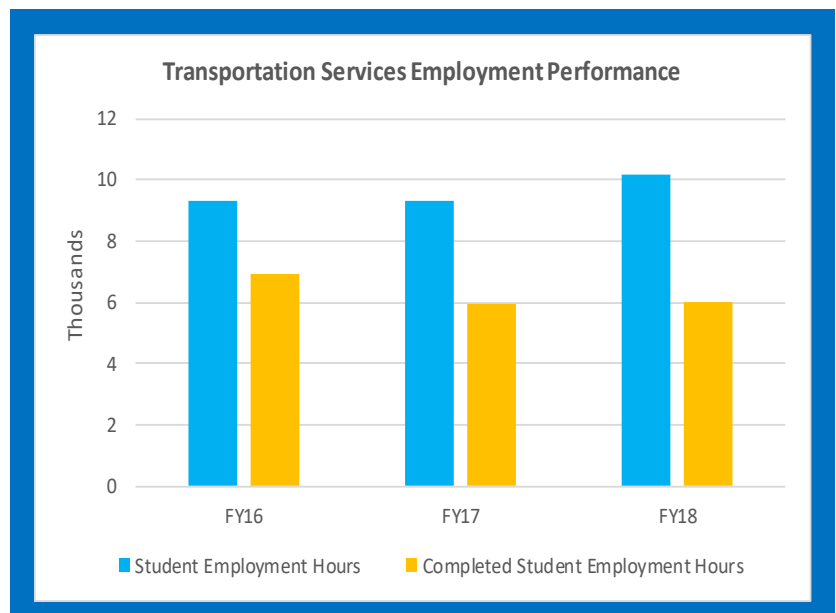
## Student Employment: Transportation Services

Contract hour requirements increased. Improved contract monitoring, and the utilization of alternative placement sites support transportation vendors in meeting requirements. Transportation companies are also recruiting students with an interest in automotive to begin mechanic apprenticeships. CCS is working with leadership at Pulaski High School to grow the internship opportunities.

### Key Points

- Contracts with Student Employment Req: **33**
- Total Required Employment Hours: **10,200**
- Currently Completed Employment Hours: **6,025**
- Filled Student Positions: **45**

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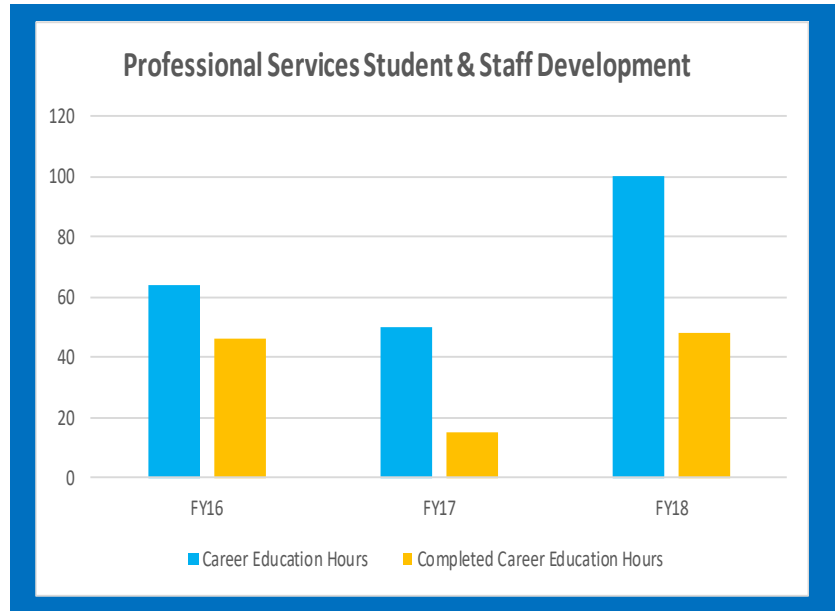
## Student Employment: Professional Services Student & Staff Development

Student employment hour assignments increased in FY18 from the prior fiscal year. Vendors elected to partner with community based organizations for the fulfillment of their requirements due to geographic restrictions with the exception of one firm. Student interns worked at Running Rebels, Keeping Greater Milwaukee Beautiful, and within two departments at Milwaukee Public Schools further enhancing customer service skills, non-profit awareness, data entry, and facility site support.

### Key Points

- Contracts with Student Employment Req: **8**
- Total Required Employment Hours: **2,400**
- Currently Completed Employment Hours: **2,234**
- Filled Student Positions: **18**

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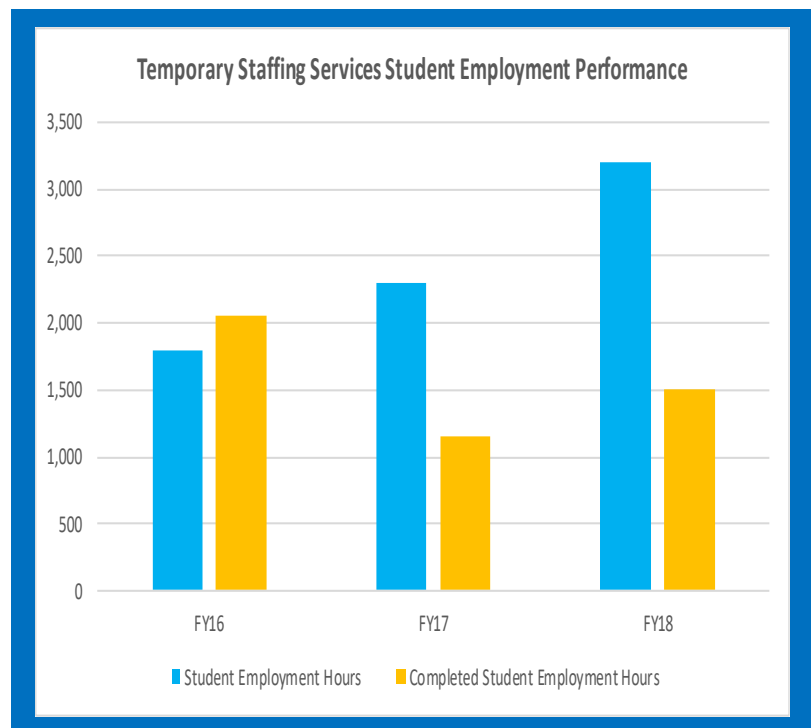
## Student Employment: Professional Services Temporary Staffing Services

Student employment hour assignments remained consistent from the prior fiscal year due to multiple awards with mutual contract term start and dates. Temporary staffing vendors have demonstrated their youth workforce developing efforts by engaging students through the following opportunities: clerical assistance, Froedtert hospital transport workers, information system apprentices, math and reading tutors, and janitorial services.

### Key Points

- Contracts with Student Employment Req: **9**
- Total Required Employment Hours: **3,200**
- Currently Completed Employment Hours: **1500**

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



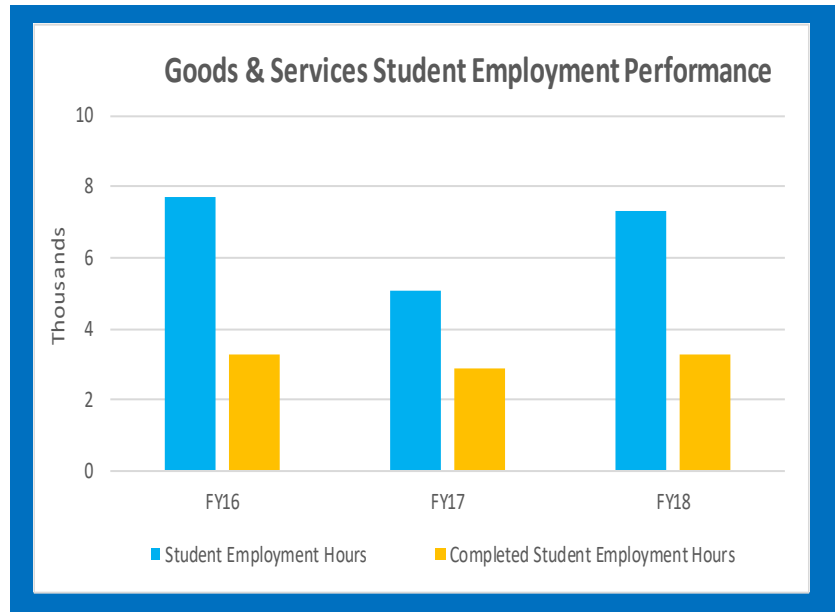
## Student Employment: Goods & Services

The assigned student employment hours decreased in FY18, from the previous fiscal year. The following graph provides fiscal year comparisons. A total of 24 positions were filled and still in progress for the reported fiscal year.

### Key Points

- Contracts with Student Employment Req: **26**
- Total Required Employment Hours: **7,300**
- Currently Completed Employment Hours: **3,254**
- Filled Student Positions: **24**

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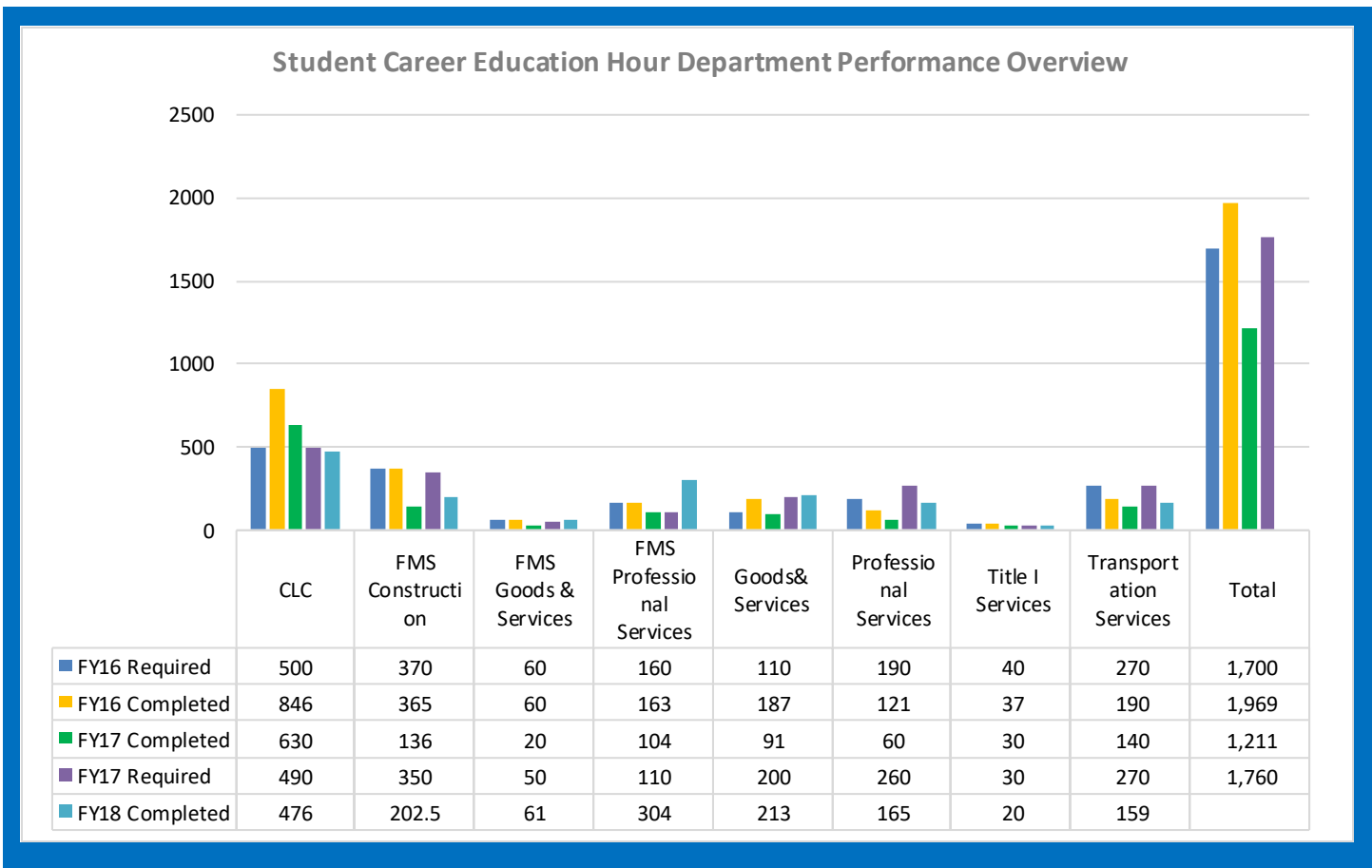
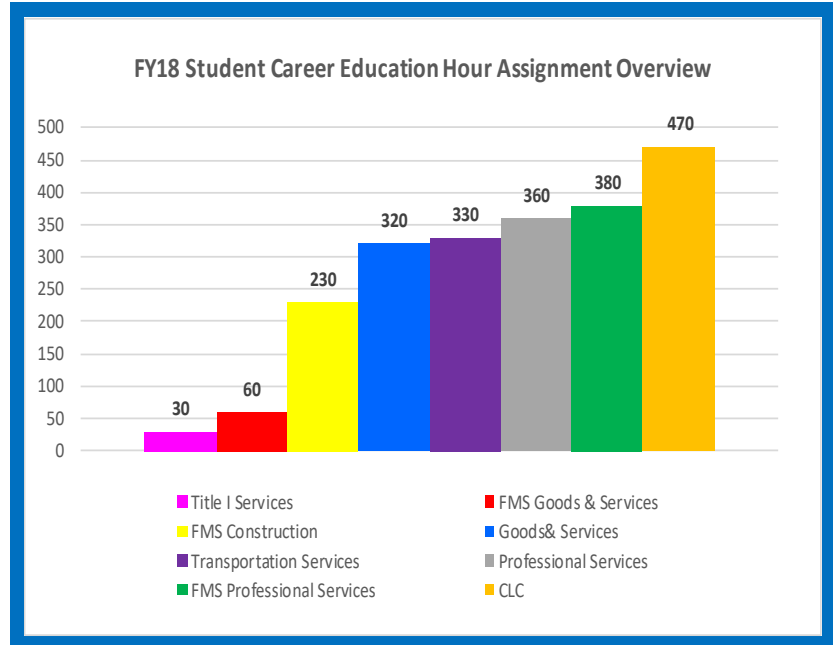
## Career Education Summary

Career education hour requirements involve MPS contractors, to engage in activities enhancing the education of our youth. Activities may range from: career fairs, on-site visits, industry education presentations and student job readiness training sessions. Eligible school participation is open from kindergarten to twelfth grade. During FY18 Career education assignments increased in both contracts monitored and hours assigned.

### Key Points

- Total CCS Assigned Career Education Requirements: **2,180 hours**
- Total Career Education Hours Completed: **1,429 hours**
- Total Contracts with Career Education Requirements: **200**

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



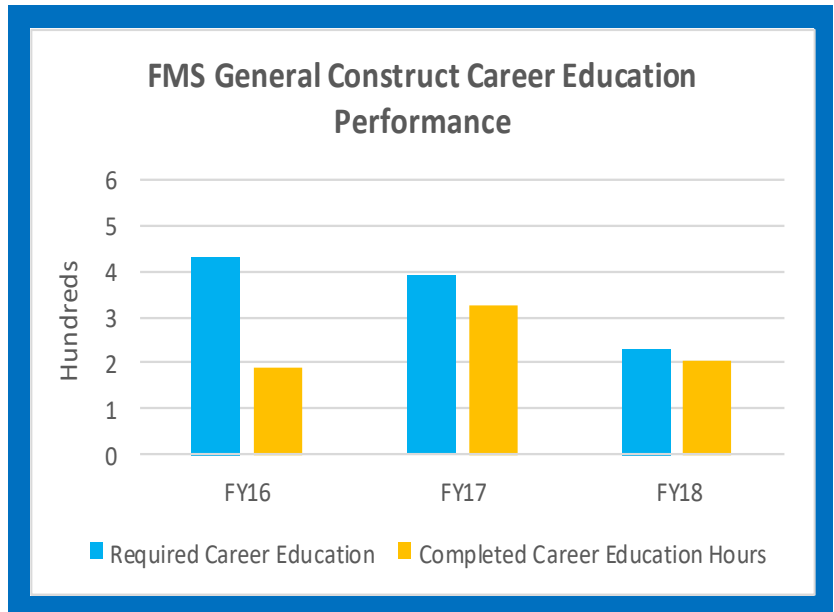
### Career Education: FMS Construction

The assigned career education hours decreased in FY 18 due to a decrease in contract awards. However, as a result of assigned career education hours, contractors were able to provide training sessions focused on skilled trades at Carmen High School of Science and Technology, Bayview, Obama/S.C.T.E. and Pulaski.

#### Key Points

- Contracts with Career Education Req: **21**
- Total Required Career Education Hours: **230**
- Currently Completed Career Education Hours: **203**

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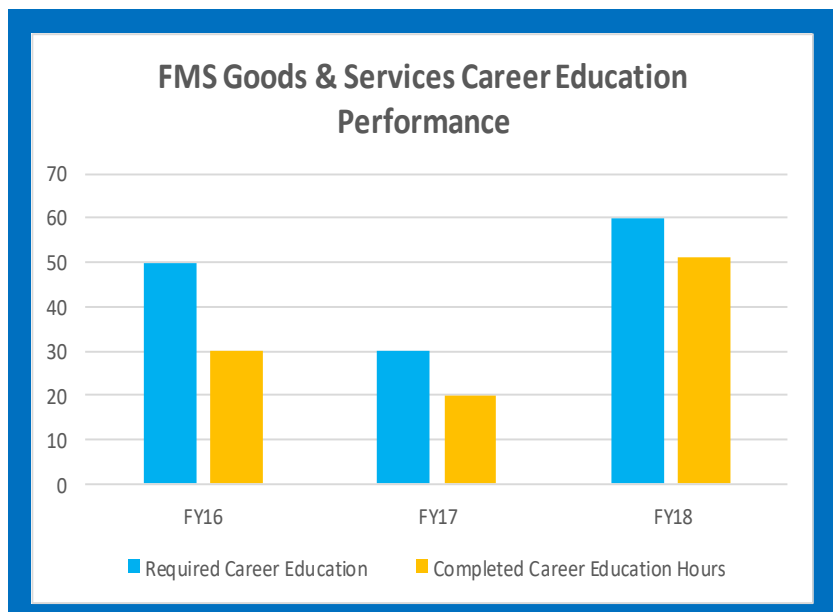
### Career Education: FMS Goods

CCS is continuously working to provide vendors opportunities to meet the requirement. With an increase in internal partnerships, CCS has been able to provide additional opportunities for vendors to engage with students.

#### Key Points

- Contracts with Career Education Req: **4**
- Total Required Career Education Hours: **60**
- Currently Completed Career Education Hours: **51**

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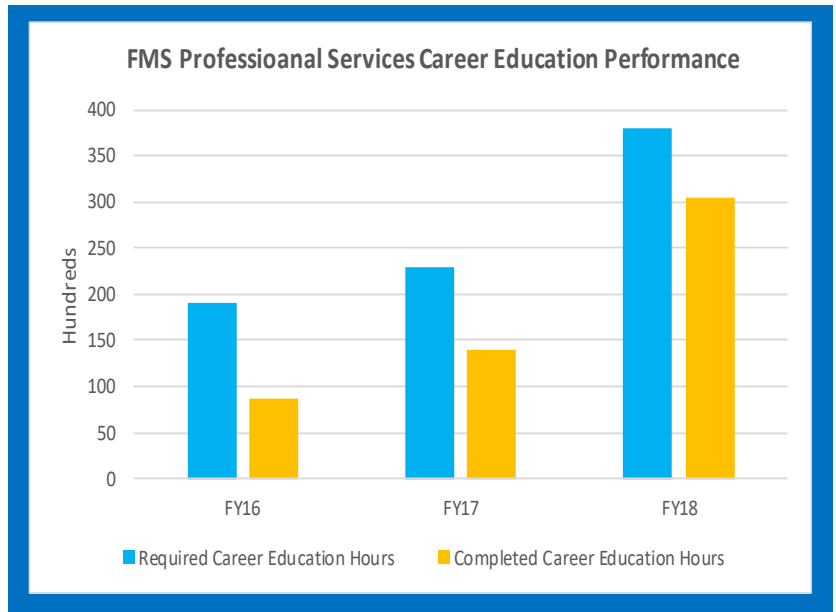
### Career Education: FMS Professional Services

FMS Professional Service vendors have participated as career coaches and mentors through InSpire South East Wisconsin, in addition to mock-interviewers and classroom presenters.

#### Key Points

- Contracts with Career Education Req: **34**
- Total Required Career Education Hours: **380**
- Currently Completed Career Education Hours: **304**

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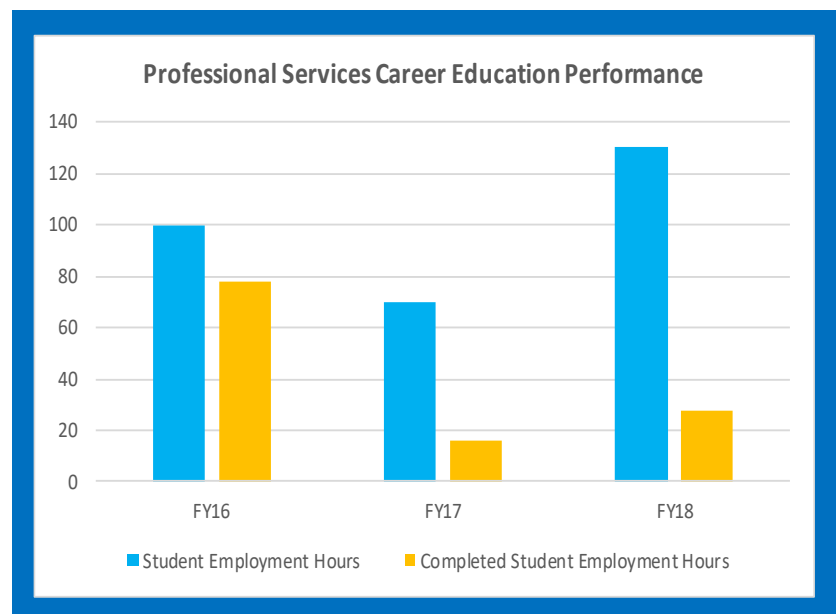
### Career Education: Professional Services

CCS is continuously working to provide vendors opportunities to meet the requirement. With an increase in internal partnerships, CCS has been able to provide additional opportunities for vendors to engage with students.

#### Key Points

- Contracts with Career Education Req: **11**
- Total Required Career Education Hours: **130**
- Currently Completed Career Education Hours: **28**

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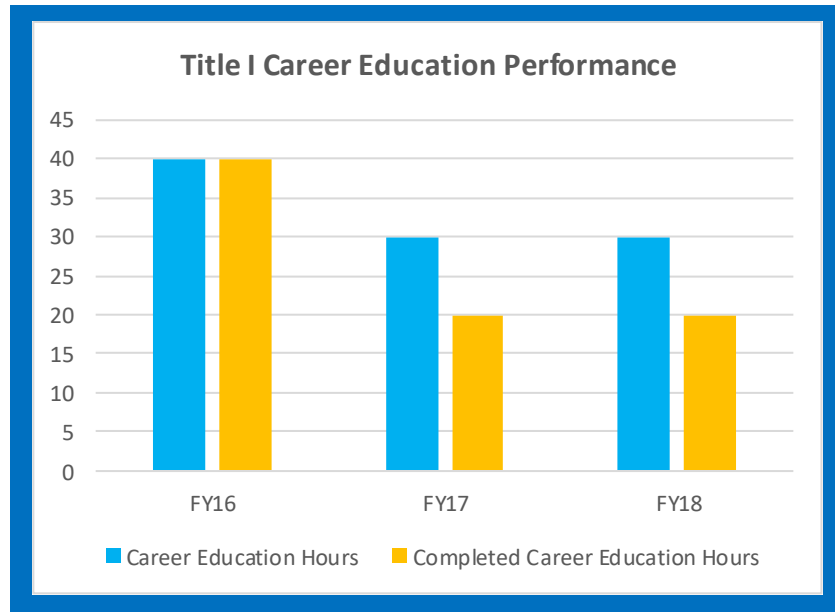
### Career Education: Title I Services

Over 90% of the required hours have been met, to date, for FY18. One Title I Service provider has yet to comply with student engagement requirements.

#### Key Points

- Contracts with Career Education Req: **3**
- Total Required Career Education Hours: **30**
- Currently Completed Career Education Hours: **20**

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



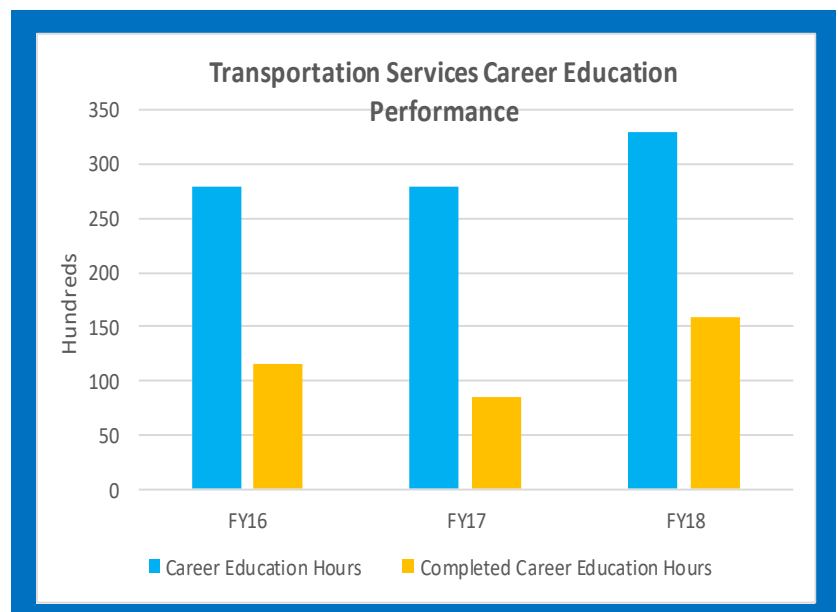
### Career Education: Transportation

Efforts to provide additional opportunities for vendors have resulted in a 19% increase in participation for FY18 further demonstrating both vendors engagement and commitment to the initiative.

#### Key Points

- Contracts with Career Education Req: **33**
- Total Required Career Education Hours: **330**
- Currently Completed Career Education Hours: **159**

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





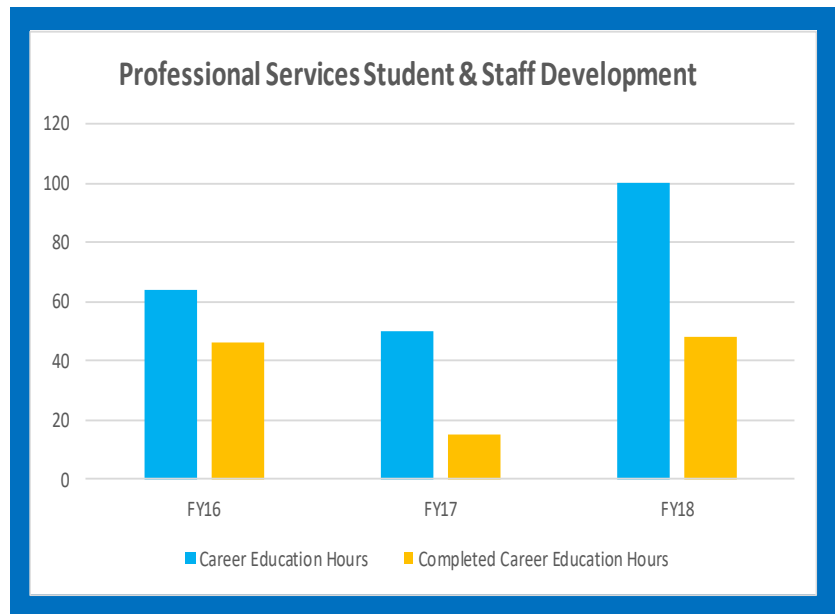
## Career Education: Professional Services Student & Staff Development

Student and staff development providers have focused their career education efforts surrounding its industry specialty by providing classroom presentations to support the social and emotional development of MPS students. Increased student engagement levels have been observed by classroom teachers through these activities.

### Key Points

- Contracts with Career Education Req: **9**
- Total Required Career Education Hours: **100**
- Currently Completed Career Education Hours: **48**

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



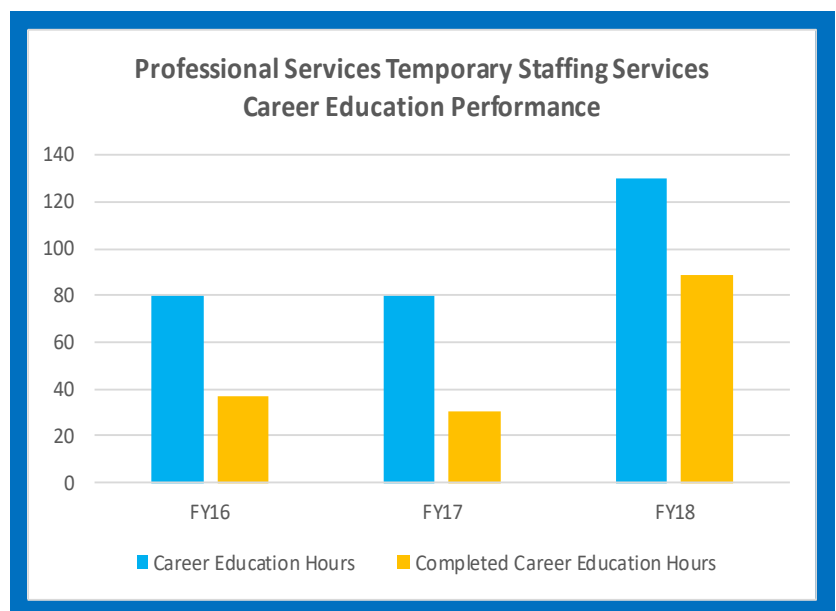
## Career Education: Professional Services Temporary Staffing Services

Temporary Staffing Service providers participate in range of career education activities including but not limited to: mock-interviewers, classroom field-trips to their place of business, and other district-wide activities. Specifically, job-readiness training support has been a priority with providers for all student populations.

### Key Points

- Contracts with Career Education Req: **9**
- Total Required Career Education Hours: **130**
- Currently Completed Career Education Hours: **89**

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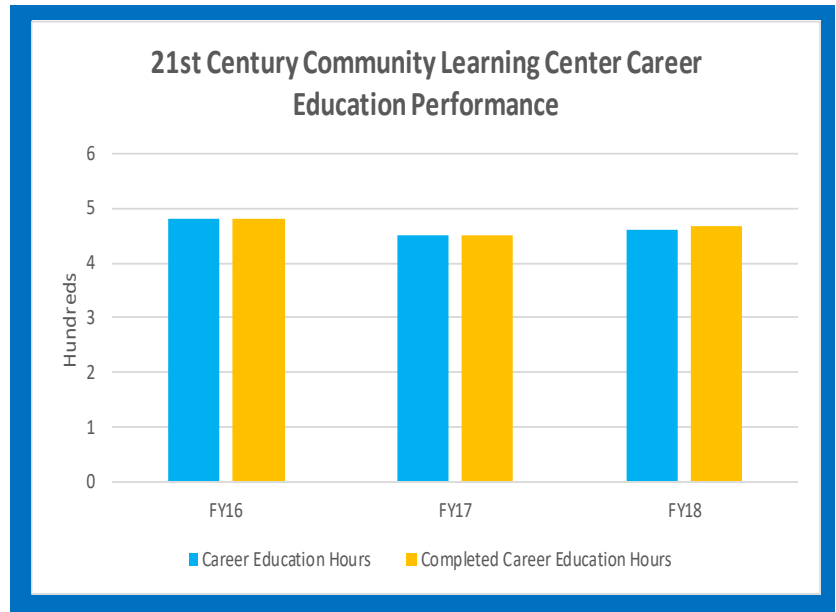
## Career Education: 21st Century Community Learning Centers

CLC sites are designed with career education activities built into its curriculum thus providing students with broader exposure of industries such as hospitality, health and wellness, STEM.

### Key Points

- Contracts with Career Education Req: **47**
- Total Required Career Education Hours: **470**
- Currently Completed Career Education Hours: **476**

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



## Career Education: Goods & Services

Goods and Service vendors have participated as career coaches and mentors through InSpire South East Wisconsin due to geographic limitations preventing in-person participation.

### Key Points

- Contracts with Career Education Req: **29**
- Total Required Career Education Hours: **320**
- Currently Completed Career Education Hours: **213**

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

