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October 2018

HOW ARE YOU KEEPING
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YOUR WORKPLACE?

MORE INSIDE...

Waukesha County students are more informed when it comes to their career aspirations.

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CLOSING OUT 2018



SUZANNE KELLEY

President & CEO
Waukesha County Business
Alliance, Inc.

As the year winds down, we'd like to take this opportunity to thank you for your support.

As you've probably heard, the Waukesha County Business Alliance celebrated its centennial this year. We couldn't have made it this far without all our member companies that so believed in our mission throughout the past 100 years.

So, thank you for understanding the important work we do together. Thank you for supporting our mission of driving economic growth in Waukesha County. Thank you for trusting us with the future of business growth in our communities.

We're inspired by everything Waukesha County businesses have achieved over the past 100 years and we're excited to be at the forefront of business growth and success for the next 100 years.

We know there's a lot of work ahead of us. Although we've come far, we can always do better. We can attract more businesses and workers to our area, make Waukesha County's regulatory climate even more business-friendly, make our infrastructure even safer and more efficient, and so on.

We need your help to lead Waukesha County and southeast Wisconsin into the future. Come to our programs, join a committee or spread the word about the work the Alliance is doing. Our voice is only as strong as the people and businesses we represent, so get involved!

See you soon.

A handwritten signature in black ink that reads 'Suzanne Kelley'.



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12 COVER STORY

Keeping opioids out of your workplace



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INSPIRING WAUKESHA COUNTY STUDENTS

As southeast Wisconsin continues to grow, talent is needed to drive economic growth. Today, workers are in short supply to replace retiring baby boomers and fill new jobs created, even using modest economic forecasts. Employers at the forefront of competition for scarce talent are asking for help getting in front of young people and their influencers earlier, while career decisions are being made.

Early Career Experiences Matter

Recognizing this challenge, the M7 Regional Talent Partnership is focused on partnering with local chambers and economic development organizations such as the Waukesha County Business Alliance and Waukesha County Center for Growth to increase the number of young people entering the pipeline for our key industries. We are doing this by reaching students earlier and playing a direct role in their academic and career planning. There is growing evidence that early experiences influence what career paths students pursue after high school.

The M7's GROW HERE Campaign was launched in 2016, focused on connecting industry and education to help emerging talent explore careers, develop workplace skills and get hooked on the career opportunities available in southeast Wisconsin. If enough employers engage young local talent in career mentoring, tours, job shadows, internships and apprenticeships across the region, we can collectively drive talent pipeline development for high-demand jobs and entice young talent to stay and GROW HERE.

Academic and Career Planning

The state's Academic and Career Planning (ACP) implementation has helped to build the critical bridge between education and industry. A web-based platform called Career Cruising supports students' career exploration and the development of individual Academic and Career Plans. Inspire, an add-on to Career Cruising, enhances ACP by facilitating real world connections with employers and local professionals. Through Inspire, employers create company profiles to highlight their business and communicate areas of



SUSAN KOEHN

Director, Talent Initiatives
Milwaukee7

need to future talent. Employees volunteer to answer company and career-related questions from students on discussion boards. Students and educators can request career-based learning opportunities directly through the platform, including tours, job shadows, summer employment, internships and apprenticeships.

Waukesha County school districts are using Inspire in a variety of ways to educate students on available career pathways. Students have the chance to learn about companies and industries before participating in the Alliance's Schools2Skills™ program or attending one of the Alliance's career expos. As districts embed Career Cruising and Inspire in Academic and Career Planning, students across the region are viewing career pages, employer profiles, career and company discussion boards and saving them to their personal plans. This valuable

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data allows us to track trends over time and analyze where Inspire is driving impact.

For example, last fall—after Foxconn announced its investment to create an LCD manufacturing facility in southeast Wisconsin—we saw a significant jump in career page views and student saves for electrical engineering careers on the Inspire platform. The number of students saving “electrical engineer” to their Academic and Career Plans more than quadrupled from spring to fall 2017.

We see similar jumps in activity on career discussion boards following regional events like the Waukesha County Business Alliance’s Many Futures in Health Care Career Pathways Expo. Students were expressing interest in entry-level positions, internships and job shadowing opportunities from Waukesha County health care providers.

Our collective efforts are beginning to demonstrate influence on the career paths students consider. An analysis of Inspire data within Waukesha County school districts showed that career interests become more realistic between 9th and 12th grade, with “physical therapist” and “mechanical engineer” entering the Top 10 Careers of Interest, replacing careers

INSPIRE: Careers of Interest in Waukesha County

9th Graders				12th Graders			
Career	Total	Male	Female	Career	Total	Male	Female
Professional Athlete	90	64	26	Physical Therapist	65	23	41
Veterinarian	70	9	57	Psychologist	60	8	52
Nurse	63	6	53	Nurse	49	7	42
Artist	53	11	38	Lawyer	48	14	34
Interior Designer	52	9	39	Nurse Practitioner	43	3	40
Animator	51	23	27	Elementary School Teacher	42	1	41
Photographer	49	12	33	Doctor	39	11	28
Psychologist	48	4	42	Entrepreneur	38	31	7
Doctor	47	9	35	Mechanical Engineer	38	37	1
Physical Therapist	47	10	34	Psychiatrist	37	8	29

like “professional athlete” and “animator.” Efforts such as the Alliance’s M.A.D.E. (Manufacturing, Automotive, Design and Engineering) Career Pathways Expo and Schools2Skills™ have contributed to this progress.

With these early glimmers of success, we’re determined to increase the number of employers and career coaches participating on Inspire in 2018-19, especially in our region’s key

key industries. Please visit m7talentpartnership.org to learn more and participate in building the talent pipeline that will fuel our region’s growth. •



Waukesha County students work a surgery simulator at the Many Futures in Health Care Career Pathways Expo in March 2017.



FULL INTEGRATION

Only in finding the strength and courage to work together seamlessly will we be able to target our approach towards poverty, the skills gap and the worker shortage simultaneously.

Everyone seems to be struggling to find good employees for long-term corporate and economic growth, and with projects like Foxconn already underway, it's only going to get worse. Foxconn has single-handedly brought about the largest construction project in the history of the state of Wisconsin, requiring more than 10,000 construction workers to build and additional thousands of employees to run the operation once it is complete.

With unemployment at record lows, many are asking: "Where will we get the people?" One answer to this question is that the people are already here—we just have a lack of integration.

While we may represent different counties, cities and organizations, all with their own efforts and goals, it's imperative that we remember that we all play for Team Wisconsin. As a result, we must understand that the only way we can achieve a task this large is through complete and total integration. This requires schools, chambers of commerce, social service organizations and economic groups to all work in sync with each other, aligning programs

and strategies to create a giant seamless network focused on developing future employees from all communities in our region.

A perfect example of this would be if a Racine County transportation service could coordinate with organizations like Waukesha County Technical College to get individuals who are in the dual enrollment program or nearing the end of skilled trades courses to the Foxconn jobsite to start their careers. This would require the assistance of workforce organizations, private companies and others to make sure the needs of all parties are being met. This type of coordination would allow us to extract workforce in a strategic way from all surrounding areas.

The same scenario could also apply to Milwaukee residents. Now you might wonder, "Well what about the local contractors who need people?" This process would open many more training opportunities across the state, allowing for smooth career entry for individuals who fall into demographics with high unemployment, such as our correctional system and underserved communities.



REGINALD REED
CEO
Mindful Staffing

Only in finding the strength and courage to work together seamlessly will we be able to target our approach towards poverty, the skills gap and the worker shortage simultaneously. We have achieved great things in the state of Wisconsin and we can be a shining example to the rest of the country for how this national issue should be properly addressed.

And, as a result, we will benefit from fruitful communities, expanded opportunities for all and a growing workforce that can complete a project of Foxconn's scale while also keeping its local contractors supplied with the workers they need to grow. This is the result we all should strive for.

When old patterns are broken, new worlds emerge. •



Mindful Staffing employees at Mindful's training facility in Milwaukee.



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EXECUTIVE PROFILE



TERRY WAITE OF THUNDER BAY GRILLE

Describe your business. What is your role?

I am the brand leader for Thunder Bay Grille. Thunder Bay Grille has three locations in three states. Thunder Bay Grille is rustic American cuisine specializing in steak, seafood and cajun set in an up-north cabin setting. I am based out of the Pewaukee location. I also assist in the steak purchasing for our parent company, Heart of America Group (HOA). HOA consists of 21 restaurants and 23 hotels.

What has been your business's biggest challenge?

Challenges in the hospitality industry have changed dramatically with the improvement of the economy. While I have been blessed with some loyal employees that have 15-20 years of committed service, the biggest challenge is the lack of employment staff.

What is the most important lesson you've learned in your career?

With continuous changes in the hospitality industry, I have learned to invest myself in my staff and my company (Heart of America). I lead by example and can be found working alongside my team in a variety of positions at any time.

What is your personal key to success?

My key to success is that I carry a "can-do" attitude. I believe in learning and sharing the industry with those around me. I take pride and ownership in all that I do.

What's the first job you ever had?

I believe I learned my work ethic from my father. His construction company (Waite Builders) was the first job I ever had. I learned to get up early and do many odd jobs that were hard labor and long days. Then I enlisted in the Army Reserves. I am very proud

that I served our country for 22 years and was deployed three times to the Middle East.

What's your dream job?

My dream job would be to operate my own restaurant. It would be rewarding to share my passion for good food and drinks while bringing family and friends together.

What book are you currently reading or would you recommend?

My current book is *Setting the Table* by Danny Myer.

What is something unique about you?

I am extremely proud to say that I have never missed a day of work in over 30 years.

What is your favorite pastime?

I take great pride in being a father to my son. We have recently been remodeling our home and in my spare time I enjoy boating on the water or playing with our dog. •

KEEPING OPIOIDS OUT OF YOUR WORKPLACE

Gun violence is pervasive in parts of Milwaukee. It is on the news nearly every night and last year the death toll reached 118. While this is clearly troubling, it pales in comparison to another grim statistic: deaths from opioids. The death toll from opioid overdoses was nearly seven times that of gun violence: 833 people in Milwaukee lost their lives to opioids in 2017.

Unlike gun violence, deaths from opioids are often not dramatic. Individual cases rarely make it to the evening news and it may even be underreported. In addition to accidental deaths, individuals

suffering from Opioid Use Disorder (OUD) are 13 times more likely to commit suicide than the general population. Compounding the problem is the gun violence inherent to trafficking and distributing the drugs.

This is a crisis. In fact, in 2015 and 2016, the life expectancy rate in Wisconsin fell for the first time since the 1960s – a decline that can be directly linked to the use and distribution of opioids. Wisconsin's problem appears to be increasing faster than any other state in the



CHARLES PALMER

Partner & Sub-Practice Leader,
Workplace Safety & Health
Michael Best

nation. Last year, emergency room visits due to opioid overdose increased 109%, well above the national average of 30%.

Beyond the death toll, there are the tens of thousands of people in Wisconsin living with OUD. Many Waukesha County officials

agree that combating the opioid epidemic is the biggest challenge facing the community in decades and is placing undue burden on taxpayers.

For example, incidences of armed robberies tripled from 2016 to 2017, and nearly all involved people addicted to opioids. In 2015, Waukesha had 243 ambulance runs involving the administration of

naloxone, a drug that reverses the effects of an overdose. Many of these cases led to drug treatment, often paid for by the county. It is estimated that a death due to opioid abuse costs nearly \$30,000 – much of it incurred by taxpayers. Last month the county joined a lawsuit against drug manufacturers in an effort to offset the increasing costs of the epidemic on taxpayers.

Like the community at large, the opioid epidemic can have a devastating impact on the workplace; as an employment attorney I have seen this first hand. For example, a Waukesha-based manufacturer

hired me to investigate a problem employee, who was also pursuing a workers' compensation claim. He was often away from his workstation and only came to work intermittently.

The result of the investigation: the employee was dealing prescription opioid drugs in (and probably outside of) the workplace. Even more troubling, the employee's supply of drugs was prescribed by the doctor who was treating his (alleged) workplace injury and was paid for by our client's workers' compensation insurance. Needless to say, the client was devastated.

The client's son, who was also employed by the manufacturer, was suffering from opioid addiction, and until the results of our investigation, the client did not know the source of the drugs. Turns out, it came from the



place his son should have been safest – work.

Most employers understand that they are not immune from the crisis. In fact, four out of five employers polled report that they have dealt with an opioid-addicted employee.

Due to the prescription nature of opioids, employers are often paying for both the drugs and the consequences of their abuse. Accident Fund Holdings, a Michigan and Wisconsin workers' compensation insurer, has studied the problem and found that workers' compensation claims involving an opioid prescription are nine times more expensive than the average claim.

Complicating matters is the common belief that the Americans with Disabilities Act prohibits employers from asking their employees about medical or disability issues. While the law does limit medical inquiries, if an employer has objective evidence that an employee is having difficulty doing his/her job, the employer has the right to inquire about whether the person has a physical or medical concern that is leading to diminished performance.

Employers also have a right to require their employees to submit to medical evaluations in order to evaluate performance ability and any necessary accommodation.

Drug-addicted employees may not immediately present themselves as problematic. They may be smart, easy to get along with and driven, but also struggling with addiction. They may take a combination of drugs to help them function in the workplace. Recent statistics show that 70% of opioid addicts are employed. However, maintaining a job and an addiction is rarely viable in the long-term and absenteeism and performance issues are likely to arise.

Look for early warning signs

in employees such as mood swings, changes in energy level, tardiness, missed days, napping at workstations or in cars and signs of withdrawal. All suspicious activities should be documented.

While employers do not need to directly address suspicions of drug use, they can and should voice concern and require employees to visit a doctor. Ensure these employees sign a notice that the evaluating doctor is not providing medical care, and is only evaluating in order to advise the employer regarding fitness for duty. The medical professional will be responsible for inquiring about drug use.

If drug-use is confirmed an employer can require, as part of an accommodation in bringing the employee back to work, commitment to a treatment plan with the ultimate goal of recovery. I will caution that because this is a sensitive area, employers should consult an employment law attorney and only

Due to the prescription nature of opioids, employers are often paying for both the drugs and the consequences of their abuse.

work with doctors experienced in occupational medicine.

If problematic behavior is on-going and employers have reasonable suspicion of opioid drug abuse (such as use without a prescription, use in excess of a prescription, prohibited use while engaging in safety sensitive functions or use of illegal narcotics) they also have a right to require drug testing. It is best to do this under a written drug testing policy, following procedures that have been announced to employees before testing and that include the consequences of a violation.

Even without a policy, employers are not prohibited from requiring a test. The resulting actions for refusal to test, or in response to a positive test, will depend upon the pre-existing policy.

Many companies implemented their drug testing programs before the opioid crisis. Unless the procedure was recently changed,

these programs probably do not test for opioids. While heroin use may be detected in the majority of testing, prescription opioids such as Vicodin, OxyContin and Oxycodone and synthetic versions of heroin do not show up in the standard testing

Opioid abuse is considered a disease, and like other diseases it is contagious and can infect your workplace.

approved by the US Department of Transportation in the 1990s. Employers need to explicitly ask their drug testing clinics/labs to test for opioids or they will not be included.

Beyond drug testing, there are many other steps employers can take to combat the crisis. Workplace education, particularly for working parents, can be especially effective.

An employee who has a child addicted to drugs will be distracted and will not perform well. Education can assist employees in navigating the crisis inside and outside of work.

Education can be presented as a benefit to the employees, their families and the employer. Create a message that opioids can be dangerous and addictive and should be avoided unless absolutely necessary. Stress that opioids should not be viewed as a convenient, quick way to reduce moderate or minor pain, and employees should question any doctor that prescribes them.

Other techniques include providing employees stickers to place on a medical/prescription insurance card that instructs the pharmacist to inform your employee if a drug contains opioids, and then educating the employee regarding non-narcotic alternatives. The National Safety Council provides numerous other suggestions and resources to be

SAMPLE DRUG TESTING POLICY

The resulting actions for refusal to test, or in response to a positive test, will depend upon the pre-existing policy. The policy should state your position on prescription opioids, for example:

"Our company is concerned about the opioid crisis and will take every step possible to protect our company, our employees, and their families from the devastating effects of addiction to these drugs. We expect our employees to avoid use of opioids wherever possible. Generally, use of opioids at any time is prohibited. In the limited situation where an employee is suffering from extreme pain and a doctor has prescribed these drugs, so long as the employee is using such drugs in accordance with a doctor's prescription issued to that employee, and the use is for the specific condition and time frame prescribed by the doctor, this shall not constitute a violation of our drug policy. However, employees may not drive onto our premises, operate equipment or perform any safety sensitive functions while using or under the influence of opioids, unless a doctor and the prescription instructions recommend that they may do so. Employees are required to consult with their prescribing physician and the pharmacist, and to advise the company of any restrictions arising from the use of opioids. A violation of this policy may result in discipline up to and including termination."

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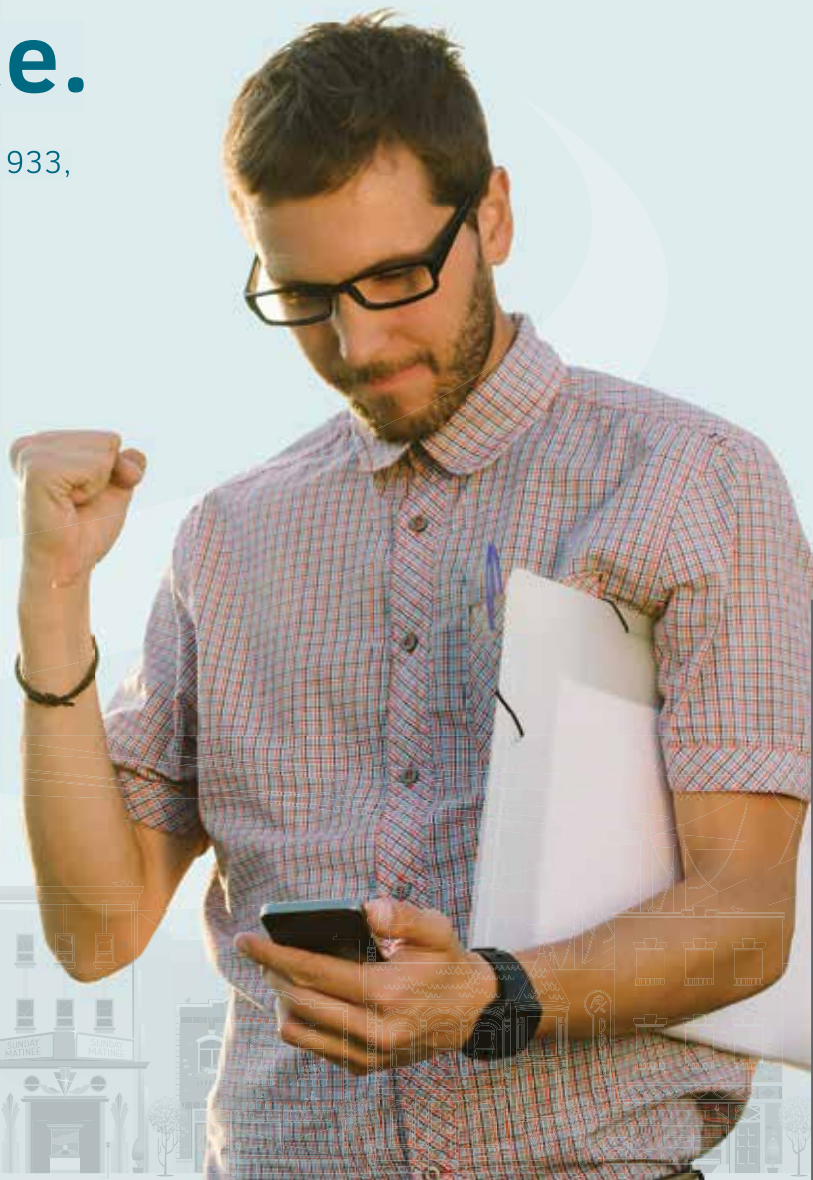
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found at: www.nsc.org/home-safety/safety-topics/opioids.

Opioids can serve a purpose. For severe pain or terminal illness they can make the best out of a bad situation. Unfortunately, their distribution is out of control, and addiction is widespread. As the supply of prescription drugs is being tightened, addicts are turning to heroin, fentanyl and other illegally trafficked substitutes, with deadly impact.

Opioid abuse is considered a disease, and like other diseases it is contagious and can infect your workplace. Implement a policy, educate your employees, take efforts to reduce the prescribed use of opioids by your employees, look for warning signs, respond when you have suspicion of use, require medical evaluation and/or drug testing and/or rehabilitation when appropriate, discipline and/or terminate for violations of your drug policy, study your health insurance prescription utilization to understand use of these drugs by your employee population and do whatever it takes to keep this crisis from contaminating your workplace. •

DID YOU KNOW?

\$26 billion per year is the amount employers lose from consequences of prescription pain medication abuse, including absenteeism, diminished productivity, and lost earnings from premature death.¹

\$1.4 billion per year is what workplace insurers (i.e., Worker's Compensation program underwriters) spend on narcotic and opioid painkillers.²

The overall cost is 9x higher to treat a workplace injury when a narcotic painkiller is prescribed.³

4 out of 5 employers have had to deal with opioid prescription addiction and abuse in their workplace.⁴

¹ source: National Business Group on Health's Employers Guide to Workplace Substance Abuse 2009

² source: The New York Times June 2012

³ source: Accident Fund Holdings

⁴ source: National Safety Council study of Indiana employers December 2015



By donating to the United Performing Arts Fund, you can provide children with an outlet for creativity and expression. You can help create jobs and boost the local economy. You can make our city a more creative place. To put it simply, your support of Milwaukee's performing arts makes life better for everyone.

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Susan Gartell of Milwaukee Ballet Photo by Rachel Malehorn and Timothy O'Donnell; Milwaukee Youth Symphony Orchestra Photo by Ron Oshima; Christina Hall (Mrs. Lovett) and Andrew Varela (Sweeney Todd) in Skylight Music Theatre's *Sweeney Todd*

meijer

Special thanks to Meijer Foods for their support of UPAF's West Side Initiative.

SMALL BUSINESS SUCCESSES



TREETOP EXPLORER

My wife Jennifer and I experience life from a perspective unfamiliar to most—the canopies of trees. Together we share a passion for tree climbing, and with our business, Treetop Explorer based in Waukesha, we can share our adventures and climbing experiences with others.

How did you start Treetop Explorer?

Combining my professional background as an arborist with Jen's owning an Irish pub allowed us to establish a business based on recreational tree climbing, with a heavy emphasis on the customer experience.

Treetop Explorer gives families, friends and work teams the opportunity to connect with nature and themselves in a way that many haven't experienced since childhood,

or at all, by climbing trees and overcoming their own limitations. Offerings range from rec climbs and guided excursions to aerial yoga, all of which are conducted with professional equipment and certified instructors.

What sets Treetop Explorer apart?

Treetop Explorer sets itself apart by providing a unique product not many other outdoor rec companies offer, while maintaining enough flexibility to bring our product to



CURT ANDREWS

Owner
Treetop Explorer

communities all across Wisconsin. We are able maintain a large service area by identifying climbing trees in Wisconsin communities, and then bringing our equipment and services to our customers. We expose people to a recreational sport they didn't know existed.

For us, Treetop Explorer means a lot more than simply exposing newcomers to exercise and the outdoors. We also see it as a business that allows climbers to reflect on themselves from a new perspective.

We provide the tools to get people out of their comfort zone, but they do it themselves. We've received feedback from parents letting us know what a positive impact the experience had on their children.

What are your biggest challenges as a new business?

As our business continued to grow, we partnered with the business consultants at the Waukesha County Center for Growth to plan for the future and develop a growth model that would be sustainable for Treetop Explorer.

Since then, we have put financial tools and planning processes in place that will help our team make informed decisions as our business expands. Projecting the bottom-line impact of various decisions ahead of time is key to

success, as a healthy bottom-line means Treetop Explorer can keep delivering exceptional recreational and social-impact experiences.

What have been your biggest successes?

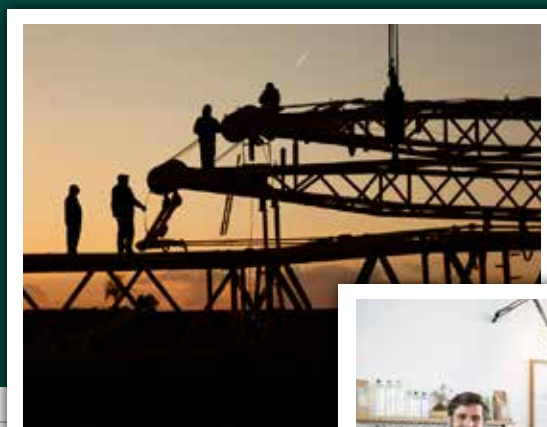
Before doing all that, we had to spend a lot of time up front to understand our target market. Our business consultants helped us



understand the financial aspects of the business and profitability of various offerings for outdoor recreation. Our business taps into a consumer movement driven by people's desire to get in touch with nature.

We'd like to expand the number and reach of both our learn-to-climb classes and excursion climbs in the future. Treetop Explorer's learn-to-climb classes cover what is necessary to safely solo-climb a tree; the excursion climbs offer half and full-day adventure climbs around one of Wisconsin's beautiful canopies. We also plan to continue following the growth plan we've built, with the ambition of continuing to grow our internal staff of passionate climbers as well as growing to reach new customers. We're excited to take Treetop Explorer to the next level. •

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WISCONSIN MANUFACTURING MONTH

WAUKESHA COUNTY MANUFACTURING STATS

In honor of October being Manufacturing Month

According to a Waukesha County Business Alliance survey conducted in fall of 2017.



79%

of Waukesha County manufacturers plan to expand their business in the next three years.



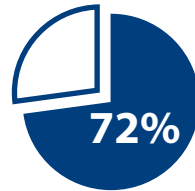
58%

of Waukesha County manufacturers have reached 100% capacity at their current physical location.



70%

of Waukesha County manufacturers own the space they are currently located in.



plan to put new technological innovations into place within the next two years



100%

expect their sales to grow in the coming year



81%

said their sales grew in the past year

88%  plan to expand their workforce in the next three years



84%

say there is a lack of qualified candidates



87%

report finding a skilled workforce to be the primary challenge they faced when starting or growing their business



72%

say staff recruitment is impacting their business



86%

are experiencing difficulty attracting and/or retaining employees



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DEVELOPING FUTURE-READY STUDENTS IN PEWAUKEE

Pewaukee High School (PHS) students enrolled in the PHS INSIGHT Elements of Health and Medicine strand. Students enrolled in this program complete the Certified Nursing Assistant program at WCTC and complete clinical rounds at partner health care facilities as a component of their coursework.

Over the past year the Pewaukee School District (PSD) has been able to successfully implement Academic Career Planning (ACP) practices with our students at the middle and high school levels.

The full ACP implementation was preceded by two years of preparation in which PSD was one of 25 districts in Wisconsin to participate in the statewide ACP pilot program in 2015-16, followed by a limited early deployment in 2016-17 at Pewaukee High School.

The early implementation provided the district the opportunity to learn and iron out details to support the full rollout in 2017-18. Highlights from year one included the opportunity for students to explore careers of interest and develop more informed plans related to coursework and experiences outside of the classroom. This process included one-on-one ACP conferences involving the student, ACP advisor and parents.

The ACP process is very valuable for students and has been well received by our parents. Students are engaged in thinking ahead about their interests and the elements of ACP lead them to investigate potential careers earlier, and in greater detail, than was common in the past. When students have a better sense of what they are working toward, school work becomes more engaging and meaningful.

In addition, students are prone to making more strategic decisions when selecting elective coursework that may be more aligned to future goals. This has the added benefit of improving our school system's ability to meet the demands of the labor market as students are more aware of the fields and occupations that are in demand.

Looking at future workforce needs may be more important than ever before considering the dramatic shifts already underway in relation to the emergence of more



MIKE CADY
Superintendent
Pewaukee School District

sophisticated technologies and greater globalization. ACP helps our student become more aware of these factors when making decisions on future career pathways.

In the Pewaukee School District, we are very focused on supporting the development of future-ready students and have developed a graduate profile that endeavors to articulate the kinds of knowledge, skills and dispositions our graduates will need to be successful. The ACP process has proven to be an important and complementary component of this work for our students. •

CELEBRATING 100 YEARS OF BUSINESS IN WAUKESHA COUNTY

The Waukesha County Business Alliance's 100th Annual Meeting was on September 13 at the Waukesha County Expo Center. More than 800 area CEOs, public officials, educators and businesspeople gathered to celebrate the successes of the Waukesha County business community over the past 100 years and discuss the trends facing business in the future.





5



6



7



8

- 1 - Neal Glaeser of Denali Ingredients & Pastor Jerome Smith of the Joseph Project
- 2 - State Representative Dale Kooyenga
- 3 - Renee Ramirez of the Waukesha County Community Dental Clinic
- 4 - Shelli Marquardt of the Waukesha County Community Foundation, Amy Lindner of United Way of Greater Milwaukee & Waukesha County & Jackie Radomski of Alliance Tax & Accounting Service LLC
- 5 - Event speakers: Austin Ramirez of HUSCO International, Cindy Gnadinger of Carroll University, Neal Glaeser of Denali Ingredients, Ty Staviski of Milwaukee Tool, Joel Quadracci of Quad/Graphics, Tina Chang of SysLogic, Aaron Jagdfeld of Generac Power Systems, Leon Janssen (emcee), Wendy Harris of GE Healthcare, Don Schlidt of Dedicated Computing, Tim Casey of the Waukesha County Center for Growth, Mark Hansen of the Elmbrook School District & Jim Walden of Walden & Schuster
- 6 - Patti Wallner, past president of the Waukesha County Chamber of Commerce, stands to be recognized at the event
- 7 - Jim Walden receives the Don Richards Leadership Award from Kira Lafond of the Milwaukee Business Journal & Suzanne Kelley
- 8 - DanceWorks performed a Dancing through the Decades routine



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LEVERAGING THE TECHHIRE PROGRAM TO MEET YOUR TECH TALENT NEEDS

In 2016, the United States Department of Labor awarded nearly \$150 million in H-1B TechHire Partnership grants to 39 partnerships providing services in 25 states. These grants provide employment and training assistance to train workers with the skills required for well-paying middle- and high-skilled, and high-growth jobs. This sector initiative is targeting technology skills across H-1B industries with a focus on young adults between the ages of 17 and 29.

Waukesha-Ozaukee-Washington (WOW) Workforce Development, Inc. received one of the 39 grants. In partnership with Employ Milwaukee and the Southeast Wisconsin Workforce Development Board, this program is designed to serve both job seekers and businesses located in the seven-county region of Kenosha, Milwaukee, Ozaukee, Racine, Walworth, Washington and Waukesha Counties. Our regional grant is targeting the H-1B industries of



LAURA CATHERMAN

Director
Waukesha-Ozaukee-Washington
Workforce Development Board

health care, information technology, advanced manufacturing and broadband.



A class of young adults participate in an IT short-term training program funded by the TechHire grant.



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As we approach the mid-point of this four-year grant, we want to make sure the business community is aware of this great opportunity. This program offers opportunities for employers in the targeted H-1B industries to access a skilled workforce, participate in on-the-job training, and utilize incumbent worker training funds.

- **Access a skilled workforce:** Through our technical college and other post-secondary training partners, job seekers are receiving training for careers in occupations that have a technology component in our targeted H-1B industries. Examples include CNC programming, computer systems analyst, web and software developer, health information technician and engineering. Our employer relations team can assist in making connections to recent program graduates.
- **Participate in on-the-job training:** On-the-job training (OJT) is designed to support the business community by providing training wage reimbursements to employers who hire job seekers who have the aptitude and ability to do a specific job yet lack previous on-the-job experience in that occupation or industry. Reimbursements are designed to help offset the extraordinary costs of training new hires. The length of the OJT and wage reimbursement is dependent on the amount of training needed and the complexity of the job.
- **Utilize incumbent worker training:** In today's labor market, retention of current employees is critical. Incumbent worker training provides both workers and employers with the opportunity to build and maintain a quality workforce. Incumbent worker training can be used to help avert potential layoffs of employees, or to increase the skill level of employees so they can be promoted within the company and create backfill opportunities for employers. Employers in the targeted H-1B industries may be eligible for a partial reimbursement of training costs.

If you are interested in learning more about the TechHire program, please contact Jessie Johnson, TechHire Program Coordinator, at 262-695-7882 or visit www.wowwdb.org/businesses to locate the employer relations specialist in your community. •

WHAT IS H-1B?

The H-1B program allows companies in the United States to temporarily employ foreign workers in occupations that require the theoretical and practical application of a body of highly specialized knowledge and a bachelor's degree or higher in the specific specialty, or its equivalent. H-1B specialty occupations may include fields such as science, engineering and information technology.

H-1B "industries" are essentially industries that have a high-use of the H-1B program. This most frequently includes information technology, health care, manufacturing, and business.

The Waukesha-Ozaukee-Washington Workforce Development Board's regional grant is targeting the H-1B industries of health care, information technology, advanced manufacturing and broadband.

Source: United States Citizen and Immigration Services

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TIM O'BRIEN
CEO

Tim O'Brien Homes

REDEFINING "HANDS-ON LEARNING"

Oconomowoc High School's Building Trades III course and New Berlin area high schools' Construction III course bring new meaning to the term hands-on learning.

Tim O'Brien Homes has been partnering with Oconomowoc High School's Building Trades III program, led by Instructor Steve Olson, for over seven years now to build a home from the ground up. This year's class has 12 participants and will build a

home in the Lake Country Village neighborhood in Oconomowoc.

In addition, this is the first year that New Berlin Eisenhower High School and New Berlin West High School brought the program to their Construction III course to build a new home in Red Fox Crossing in New Berlin. Both classes started with a groundbreaking ceremony in September to kick-off the school year.

On site, the students work under the guidance and direction of their course instructor and our licensed trade partners. Their experience teaches them about the various career pathways available in the construction industry. Students are given the opportunity to learn about the additional responsibilities involved in the building process, including estimating, completing

Students from Oconomowoc High School at their class's groundbreaking ceremony in the Lake Country Village neighborhood in September.



purchase orders and scheduling. They also visit trades facilities and showrooms to learn about products made such as doors, countertops, trim and fireplaces, to name a few.

Helping students who are interested in the field explore the career paths available is one of the factors that drove us to become involved.

The skilled trades that produce new homes are ripe with great career and earning opportunities for young people, where they can create a real product, right here in Wisconsin. We are producing the last great handcrafted product in the world,

and have the satisfaction of creating something new, each and every day. The jobs that produce new homes cannot be outsourced to China or anyplace else; new homes are built right here.

One of the core values in our organization is giving back to the community. We thought this was a great opportunity to give back to kids. We love to share knowledge of green building and energy efficient construction, and we are excited to provide real-world experience to students interested in the home-building field.

Pete Lange, our production manager, shared this with the students at our groundbreaking ceremony this year:

"You will be participating in a tremendous team effort. A new home is the result of the work of hundreds, if not thousands, of hands and you will be part of that story. You'll be able to drive by this neighborhood in 20, 30 or 50 years with your own kids and say 'I helped build that house, while I was in high school.' Other teams may leave plaques or trophies in the school building as signs of their success; this team will create a family's home." •

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WELCOME NEW MEMBERS!

The Alliance is happy to welcome the following companies as new members during the second four months of 2018:

101 Mobility Waukesha	Diversified Benefit Services Inc Hartland	Lake Life Photography Oconomowoc	Price Erecting Company Milwaukee	The Booth by YHTS Milwaukee
ABCD Glendale	Edward Jones - Nathan Fair Waukesha	LSG Insurance Partners New Berlin	Rebel Girl Marketing Pewaukee	The Gund Company Waukesha
Alliance Tax & Accounting Elm Grove	Emergency Disaster Recovery Hartland	Majic Productions Inc Waukesha	Removement New Berlin	The Joseph Project Milwaukee
Babboni Photography Brookfield	Enterprise Systems Group Brookfield	Milwaukee Economic Development Corp Milwaukee	Rosecrance Pewaukee	The Kieckhefer Group Brookfield
[basic-code] Brookfield	Geneva National Resort Lake Geneva	Miron Construction Co Wauwatosa	SERVPRO of Southwest Waukesha County Waukesha	The Signgroup Milwaukee
Beacon Business Group Inc Milwaukee	Golden Angels Investors LLC Brookfield	Mortensen Photography & Design Waukesha	Southwood Consulting Franklin	The Starr Group Greenfield
Big Systems Menomonee Falls	Greenfire Management Services LLC Milwaukee	MWH Law Group Milwaukee	SPEARity Milwaukee	Three Pillars Senior Living Communities Dousman
Broesch & Co SC Waukesha	Guardian Business Solutions Brookfield	Nature's Path Foods Sussex	Stack41 Milwaukee	TJ Grinding Inc Waukesha
Bronfman Rothschild Delafield	Independent Freight International LLC Waukesha	New Berlin Plastics New Berlin	Stellar Blue Technologies Neenah	Variety - The Children's Charity of Wisconsin Elm Grove
Capitoline Business Intelligence Inc Milwaukee	JM Design Brookfield	Northwestern Mutual - Tech Advancement & Outreach Milwaukee	Stowell Associates Milwaukee	Waukesha County Green Team Pewaukee
CardConnect SE Wisconsin Jefferson	JMB & Associates Menomonee Falls	Pewaukee Vision Pewaukee	Summit Counseling Waukesha	Wessels Sherman Joerg Liszka Laverty Seneczko P.C. Oconomowoc
Challenge Island New Berlin	Karate America Brookfield & Pewaukee	Pizza Ranch Waukesha	Sunset Septic Service Waukesha	Wisconsin Metal Parts Inc Waukesha
Cobb Strecker Dunphy & Zimmermann Brookfield		Polyak Trucking Inc Butler	Talon Healthy IT Services Waukesha	
Corporate Chaplains of America Blanco		Prescient Solutions Brookfield	Tech Wise Training Inc Milwaukee	



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