



EXECUTIVE DIRECTOR NOTE

Greetings Friends,

2017-18 was a positive and eventful year for WCI with several significant changes. We took considerable action to revamp our organizational structure allowing for more consistency and innovation in our approach to operations and administration. All our programming now reports up through the Director of Operations, and all Administrative and Financial elements report up through the Director of Administration. This will streamline workload, reduce program silos and prevent duplication of effort. We also instituted a career pathway for staff to grow and develop within the organization.

Technology was an important undertaking that required a great deal of effort with the implementation of the Apricot program. This technology puts the documentation and reporting of our activities in a consistent system and will ultimately strengthen our reporting and recording, ensure consistent data entry, provide continuous improvements and promote an understanding of customer needs.

Through hard work and perseverance, we have secured the FSET, W2 and WIOA funding for at least 24 months (contingent upon meeting performance measures) which provides the organization with time to review and enhance the service delivery model, and effectively mold programming to the future needs of the workforce.

Our partners and stakeholders are critical to our ongoing success, and our Board of Directors have been instrumental in providing direction and key strategic knowledge. We look forward to the challenges and opportunities of 2018-2019 and thank everyone for their ongoing support.

Sincerely,



A handwritten signature in blue ink that reads "Ann M. Boland".

Ann Boland, Board Chair



A handwritten signature in blue ink that reads "Teresa A. Pierce".

Teresa Pierce, Executive Director



WCI 2017-18 BY THE NUMBERS

72
W2 Participants
a month



3,057
FGP Service
hours

FSET
Enrollments
459



465
Individuals Assisted
Navigator/ CHIPRA

9
Programs

Wisconsin Works, Workforce Innovation & Opportunities Act, Rapid Response, WISE-Title V, Navigator/ CHIPRA, Windows to Work, Foster Grandparent, and FoodShare Employment and Training Programs

215
Served through
WIOA



26
Monthly
Active WISE
Participants



29,202

Job Seekers

43
Served through
Windows to
Work



EXTRAORDINARY LEADERS



Doug Billings—VP of Sales & Marketing at Empire Printing. Doug has been on the WCI Board since 2014. He is a multifaceted project-oriented professional who is self-motivated, results-driven, customer focused, supportive, and creative. Doug is repeatedly chosen to take on cutting-edge project assignments with a demonstrated record of success. Doug sits on the Oversight Committee and was the emcee of the 3rd Annual WCI Business Breakfast Forum.



Ann Boland—Vice President, Information Technology Infrastructure, Ingersoll Rand. Ann has been the WCI Board Chairperson since 2012. Ann brings a wealth of knowledge and understanding of business and technology to the Board. She has a Master's degree from Viterbo University and provides input regarding strategic planning and problem solving for management staff. As the Board Chair, Ann also is a de facto member of all committees, and chairs the Executive Committee.



Dimitar Dzikov—Vice President at Coulee Bank. Dimitar graduated with his MBA from Viterbo University in 2010 and started on the WCI Board in 2016. Dimitar says, "I want to be part of an organization that helps the people and businesses in our community by providing solutions such as job search assistance, skills training, recruitment, and employee retention, while focusing on integrity, fairness, and respect." Dimitar sits on the Personnel and Compensation Committee.



Nick Goins—Project Management Lead at Mid-City Steel. Nick has been on the WCI Board since 2017. He has been in the steel construction and welding industry since 1999. Nick chose to sit on the Board once he "saw the opportunity to serve and support an organization that provides a great service to our Western Wisconsin communities." Nick is a member of the Oversight Committee and actively provides input and ideas into the work of the organization.



Ann Hlavacka—Director of Wisconsin Small Business Development Center at UW La Crosse. Ann has extensive experience and knowledge in business law and a passion for education, employment and economic development activities. She is a member of the WCI Personnel and Compensation Committee and brings her knowledge of small business development activities to enhance WCI's growth and development. Ann has been on the Board since 2015.



Neil Kamrowski—Directing Business Representative for the International Association of Machinists and Aerospace Workers. Neil has been a member of the WCI Board since 2016 and provides representation and input for organized labor. Neil has been a member of the union for over 18 years and began in his current position in 2016. Neil is a member of the Oversight Committee and provides solid input into potential layoffs, strikes and dislocated workers.



Karen Long—Engagement and Communications Manager at Organic Valley/CROPP. Karen has been on the WCI Board since 2016, and chooses to serve on this board because she believes, "That everyone should have the opportunity to reach their full potential and sometimes that requires a little help and guidance. The mission and vision of WCI aligns with my own personal value, helping people, especially those in need." Karen is on the Personnel and Compensation Committee and provided speakers for the Business Breakfast.



Angela Mattice—Human Capital Consultant at LHI. Angela joined the WCI Board in 2015 and serves on the Personnel and Compensation committee. Angela has over 10 years of experience in human resources, government contracting, and training and development; and over 5 years leading and advising employees at all levels of an organization, across multiple locations. She has been successful in developing and implementing HR business plans as a strategic partner in the organization and is responsible for successful change management efforts and employee engagement initiatives.



Dave Ring—Community Relations Manager at Kwik Trip, Inc. Dave is the Vice Chair of the WCI Board, and has been a key leader on the board since 2011. Dave is a long-time resident of La Crosse and is actively involved in many boards and committees in the area, and uses those connections to strengthen WCI. He is a UW-L graduate with both a bachelors and master's degree and brings a wealth of knowledge to the organization as a whole. Kwik Trip provided their staff to present on Social Media for our Business Breakfast. Dave is a member of the Executive Committee.



Tim Vondrastek—Operations Manager at Norwinn. In 2015, Tim joined the Board because of his passion to help people. He has been in leadership roles for approximately 20 years and is focused on serving people for the greater good rather than personal gains and sees a direct connection with WCI in that regard. Based on his background at Express Personnel, Tim provides input regarding recruitment, retention and advancement of our participants, and ideas on how to further their development. Tim sits on the Personnel and Compensation Committee.



Kevin Zagrodnick—Vice President of River Bank. Kevin has served on the Board of Directors since 2013, and currently chairs the Oversight Committee. Kevin uses his significant knowledge and understanding of banking, financials and small businesses to provide financial advice and oversight to the WCI management team. Kevin assisted with the purchase and sale of the Connections House, provides guidance on lines of credit and is the second signatory on WCI checks. As the Secretary Treasurer, Kevin is also a member of the Executive Committee.

"When you look for a full-time job it is a full-time job, it isn't something you can do an hour here an hour there once or twice a week. You need to make sure you are following up with the positions.

Reach out to Workforce Connections, show up, meet with your workers, attend the workshops and use all the resources.

If you lack experience, volunteer to help bridge that gap."

-RJ, WCI Program Participant

IMPACT STORIES

Meet Amber

Amber is a hardworking young woman with dreams of making a career in the caregiver industry. When Amber started working with WCI in February 2017, she had many obstacles between her and her goals including: medical issues, employment gaps, domestic violence and legal issues. After enrolling in both the W2 and WIOA Adult program she was ready to take a leap of faith and begin the Certified Nursing Assistant course at Quality CNA. By the end of August 2017, Amber had finished her CNA training and officially became a Certified Nursing Assistant in September 2017. Amber struggled to find employment as a CNA due to her legal background but with WIOA's assistance, Mulder Health Care was interested in offering Amber a transitional job and On-the-Job training. In January 2018, Mulder Health Care offered Amber employment and Amber accepted eagerly. Congratulations, Amber, on reaching your goals!

February 2017
•Enrolled in W2

August 2017
•Began & Finished
CNA Course

November 2017
•Began Transitional Job
& On-the-Job Training at
Mulder Health Care

April 2017
•Enrolled in
WIOA Adult

Medical Issues
Employment Gaps
Domestic Violence
Legal Issues

September 2017
•Became a CNA

January 2018
•Gained Employment
at Mulder Health Care

Meet Rosana

Rosana is an incredibly motivated young woman determined to set the best possible example for her children. When Rosana began working with WCI in April 2015, she had many obstacles standing between her and her goal of employment including: medical issues, divorce and loss of loved ones. Rosana quickly found employment, only weeks after her enrollment into the W2 program in April 2015. Rosana maintained her position until she lost it nearly two years later due to medical issues. In April 2018, Rosana returned to W2 following unemployment and a house fire and once again quickly found employment a week later. Rosana is now working at Jim Dandy's and Western Technical College and is setting an excellent example for her children by working hard, caring for her family and also caring for her community. Rosana gave back by helping with recent flooding and donating her \$50 W2 retention checks to flood victims. Congratulations, Rosana, on finding employment and being an inspiration to others!

May 2015
•Gained Employment

House Fire

May 2018
•Gained Employment

April 2015
•Enrolled in W2

Medical Issues
Divorce
Loss of Loved Ones

April 2018
•W2 Emergency
Assistance

August 2018
•Gained Employment at
Jim Dandy's & Western
Technical College

FINANCIALS

WORKFORCE CONNECTIONS, INC.

BALANCE SHEET

June 30, 2018

Prepared on: 9/12/18

ASSETS

Cash - Checking	\$	(5,393)
Cash - Sunshine Fund (Employee Funds)		790
Cash - Health Reimbursement Account		1,636
Cash - Money Market		114,176
Certificates of Deposit		101,041
Grants Receivable		326,434
Other Receivables		(176)
Fee for Service Receivable		55,533
Revolving Loan Receivable		-
Prepaid Expenses		29,490
Equipment and Other Assets, less accumulated depreciation		<u>81,974</u>
Total Assets	\$	<u><u>705,505</u></u>

LIABILITIES

Accounts Payable	\$	55,632
Accrued Payroll and Related Expenses		68,247
Capital Lease Liability		79,929
Unearned Grant Revenue		<u>4,709</u>
Total Liabilities		<u><u>208,516</u></u>

NET ASSETS

Unrestricted		321,034
Temporarily Restricted		<u>175,956</u>
Total Net Assets		<u>496,989</u>
Total Liabilities and Net Assets	\$	<u><u>705,505</u></u>

Mission

To connect people, work, and training while advancing self-sufficiency. We accomplish our mission by being financially sound, performance driven, value-based, well-trained, and dedicated to organizational development and stakeholder relationships.

Vision

To be recognized for providing solutions to people, businesses, and communities. With intelligence, integrity, and innovation we will be valued leaders in developing and connecting talent to the workforce.

Values

The core values embedded in our beliefs and daily performance include integrity, fairness, respect, compassion, dignity, empowerment, collaboration and responsibility.

TOP NOTCH TALENT



Pamela Amundson
Finance Coordinator



Gidget Gade
Career Planner



Teresa Pierce
Executive Director



Kristen Bell
Career Planner



Melissa Hansen
Career Planner



Amy Scarborough
Operations Coordinator



Gina Brown
Director of Operations



Amanda Johll
Career Planner



Taylor Schreier
Finance Coordinator



Andrea Brownlee
Career Planner



Amy Larson
Career Planner



Della Snyder
Resource Coordinator



Michelle Burkhardt
Resource Coordinator



Xai Moua
Job Developer



Teri Stainbrook
Career Planner



Erika Deal
Job Developer



Kelly Norsten
Director of Administration



Chelsey Yeskie
Career Planner



Jennifer Dwyer
Career Planner



Faith Oliver
Career Planner



Jonathan Ward
Career Planner



Shannon Franek
Operations Coordinator



Wanda Palmer
Career Planner

"Your workforce is your most valuable asset. The knowledge and skills they have represent the fuel that drives the engine of business"
- Harvey Mackey

WorkforceConnections

Your connection to work and training.



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