Community Action Skills Enhancement Program

Helping low-wage workers get better paying jobs with benefits
WISCAP

- Statewide Assoc. of 16 anti-poverty Community Action Agencies (CAA) & 2 Special Purpose Agencies
- CAAs offer many programs & services to alleviate the conditions of poverty & help people attain greater economic security.
  - Housing, weatherization, energy, job training, Head Start, business development, food security, transportation, crisis intervention
Statewide Network
History

- CAP Services’ found low-wage workers - mainly single moms - wanted training to get better jobs.
  - Couldn’t afford tuition, fees & costs of classes.
  - Couldn’t afford to quit working to attend school.
- SEP designed to increase low-wage workers earnings thru training (3 mos-3 yrs) to get better jobs with benefits.
- From 1 county (early 90s) to statewide (2008)
- Ongoing state funding secured in 2010
Eligibility

- Working at least 20 hours per week
- Household Income up to 150% FPL
- Committed to balancing job, family & school
Financial & Case Management Support

● SEP helps with education-related costs:
  – Tuition, fees, books, tests, license, uniforms, tools.
  – Child care & transportation to attend classes
  – Payer of last resort – Semester limits apply

● SEP provide career planning (tech/voc schools)
  – Training is centered on jobs in demand that pay increased wages & offer benefits
  – Graduates receive job search support

● Case management is key to success – includes links to diverse services
Who are SEP Participants?

- 1007 people enrolled thru SFY 2010-2016
- Avg Age: 31
- 91% households with children
- 87% women; 57% single moms
- 60% training completion rate
- 70% seek health care credentials
- Just over half in short-term training <1yr
Health Care Occupations…

- Certified Nursing Assistants
- Dental Assistant
- Radiography Tech
- Medical Billing & Coding
- Medical Administration & Transcription
- Pharmacy Technician
- Phlebotomist
- Registered Nurse
- Surgical Technician
Non-Health Care Occupations…

- Accounting
- Administrative Assistant
- Air Frame/Power Plant
- AODA
- Architect Technician
- Automotive Technician
- Business/Finance
- IT Specialist
- Criminal Justice
- Human Srvc Specialist
- Insurance
- Machine Tool Tech
- Quality Control Mgmt
- Retail Sales
- Social Work
- Truck Driver/CDL
- Outcomes -

Graduates Who Got New Jobs on Average…

- Hourly wages up 38% (to $12.51)
- Hours worked weekly up 30% (to 36 hours)
- Income up 80%. Nearly $10,000/yr avg increase.
- $350,000 avg increase in lifetime earnings (est.)
- 86% got new jobs related to training
- Greater access to employer health care (12% before; 53% after)
Success Stories...

- **Jim** – Life Designs Therapeutic Massage & Bodywork *(Appleton)*
  - From $13.50 to $25/hr
  - Opened 3 clinics
  - May hire new staff
Success Stories

- **Amy**: Assoc. RN Degree *(Fox Valley)*
  - Now earning $27.50/hr as RN

- **Alexandria**: Judicial Reporting Certificate *(Outagamie County)*
  - From min. wage to over $15/hr.

- **Jackie**: IT Networking Specialist *(Portage County)*
  - From $10/hr to $20.34/hr
    (increase over $22K)