2018-2019 BOARD OF DIRECTORS

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Greetings:

UMOS’ greatest assets are our people.

Our staff has a single, dedicated purpose of providing programs and services that enhance the employment, educational, health and housing opportunities of underserved populations.

This people plus purpose combination has led to our high performance in meeting the needs of our customers, while meeting the expectations of our funding sources. Over the past 54 years, UMOS has evolved into a performance-based, data-driven, customer-focused nonprofit corporation.

We hope you find our 2018-2019 fiscal year annual report of interest. We also hope you enjoy reading and learning more about the UMOS programs and services we implement in the cities, counties and communities in Florida, Minnesota, Missouri, Texas and Wisconsin.

For more information on UMOS, or to explore partnership opportunities, please contact me at lupe.martinez@umos.org.

Sincerely,

Maria Watts, Lupe Martinez
Board Chair President and Chief Executive Officer
UMOS is the largest nonprofit workforce development contractor with the State of Wisconsin. The Workforce Development Division consists of Wisconsin Works (W-2) Transitional Jobs, Transform Milwaukee Jobs Program, TechHire and the National Farmworker Jobs Program. The UMOS One-Stop Job Center Affiliate remains the hub of the Workforce Development Division. The job center is funded with several wrap-around programs that takes into consideration a job seeker’s “total picture,” to better provide comprehensive services.
LOOKING TO IMPROVE YOUR SITUATION? LOOK NO FURTHER

The UMOS One-Stop Job Center Affiliate, located in Milwaukee, Wisconsin, serves employers large and small, job seekers, program participants and the general community by providing easy access to a customer-driven, comprehensive, array of integrated employment, educational, skills training, on-the-job experiences and economic development services.

Over 260,000 individuals will walk through our job center doors each year.

The UMOS One-Stop Job Center Affiliate is a collaboration of public entities, federal and state government funding sources, as well as city and county government all committed to delivering a performance-based workforce development system.

TECHHIRE: MORE SKILLS, MORE MARKETABILITY

The UMOS TechHire Program provides technology training based on employers’ needs.

The program provides accelerated training, hands-on experience in web and software application development, web development, help desk analyst, Microsoft Office Specialist, CNC, AutoCAD and more.

For employers, benefits include screening, recruitment and training, pipeline to potential employees, paid internships, coaching and support.

For program participants, benefits include a flexible learning environment, free classroom-based and virtual training options, hundreds of industry standard technology certifications, enhanced portfolio for more marketability, as well as direct connection to potential employers.
KNOWING THE ABCs OF CNC...
BEFORE RELEASE

The UMOS Computerized Numerical Control (CNC) program is accelerated coursework that provides technical skill development in blueprint reading, metrology, introduction to CNC programming, manual vertical milling and CNC Vertical machining. The 14-credit course leads to a technical diploma in CNC vertical machining.

The course is open to anyone between the ages of 17-29. However, UMOS has formed a creative partnership with the House of Corrections to provide re-entry training to inmates before they are released. This gives ex-offenders a better chance of finding family supporting employment sooner when they return to their communities.

“\nWhen I counsel my program participants, I tell them, “when you limit your mind, you eliminate your potential for greatness.””

Juan Casso
TechHire Business Relationship Coordinator, UMOS
The W-2 program is employer focused, yet is consistent with a job seeker’s interests and goals. The program builds on the strengths and skills of job seekers, while maintaining a focus on the needs of employers.

UMOS is the only remaining nonprofit Wisconsin Works (W-2) contractor since the program’s inception in 1997. The W-2 program is still working.

In 2018 and 2019, UMOS served 4,308 program participants. Over 1,700 were successfully placed into employment for 90 days or more, earning an average wage of $11.21 in 2019, a 7.9% increase over 2018.

UMOS PARTNERS WITH THE UNIVERSITY OF WISCONSIN-MILWAUKEE

Dimitri Topitzes is an associate professor of social work at the University of Wisconsin-Milwaukee (UWM), Helen Bader School of Social Welfare. Topitzes and John Mersky, a Helen Bader School professor of social work, are experts in developing mental health assessment tools and in working with social welfare agencies to implement practices that better serve clients with mental health issues.

“It was only after using one of their mental health assessment tools that I realized my client had suffered beatings and sexual assault.”

— Enilda Burgos, UMOS case worker

After that Burgos better understood her client’s situation and was in a better position to provide the needed assistance.

UMOS is the only W-2 agency partnering with the UWM.
The UMOS Child Care Drop Off Center is open Monday – Friday, 8 a.m. to 5 p.m.. Participants in the Wisconsin Works (W-2) Program or parents applying for Energy Assistance can drop off their children so they can focus on their immediate needs. Children can stay in the center for a maximum of 2 hours.

Computers with educational programs, games, books, art and other educational activities are provided during a child’s stay. Snacks are also provided.

The Child Care Drop Off Center has 5 teachers; 4 teachers have 20+ years of experience in child care. Staff members are fully trained and meet all mandatory continuing education requirements, including first aid with choking, as well as adult CPR/AED.

The UMOS child-care drop off center served 4,200 children over a one-year period.

KIDS ARE TREATED LIKE FAMILY WHILE IN OUR CARE

UMOS provides a family-oriented working environment, which makes it easier to provide services to the community in a family-oriented way.”

Lisa Montoto-Pallen
W-2 Supervisor, UMOS
The National Farmworker Jobs Program (NFJP) is a program created by Congress in response to the chronic seasonal unemployment and underemployment experienced by migrant and seasonal farmworkers (MSFWs). The program is operated in Missouri and Wisconsin.

The NFJP provides funding to help MSFWs and their families achieve economic self-sufficiency by offering supportive services while working in agriculture or by helping them acquire new skills for jobs offering higher sustainable wages. Services under this program include training and career services, youth services, housing services and supportive services.

In the 2018/2019 program year, UMOS NFJP Missouri, served 22 adult MSFWs and 53 youth MSFWs. UMOS staff were successful in securing employment for 24 participants. Career pathways selected included Commercial Driver’s License (CDL), Welding, Heavy Equipment, Electrical Linemen and Farm Equipment Mechanic.

NFJP Missouri met or exceeded performance measures regarding employment rate at 2nd quarter, median earnings and credential rate.

For the 2018/2019 program year, the NFJP in Wisconsin served 91 adult MSFWs and 32 youth MSFWs. Employment has been secured for 28 participants. Career pathways selected included Commercial Driver’s License (CDL), Heavy Equipment Operator, Crane Operator, Associates in Criminal Justice and Certified Nursing Assistants.

NFJP Wisconsin is meeting or exceeding performance measures in employment rate at 2nd and 4th quarters, after exit, as well as median earnings and credential rate.

The National Farmworker Jobs Program is funded by the United States Department of Labor (USDOL).

“Although our program is small within UMOS, our staff make big impacts, life changing impacts, with the farmworkers we are proud to serve.”

Shirley Aviés,
Farmworker Programs Manager, UMOS
TRANSITIONAL JOBS/TRANSFORM MILWAUKEE JOBS PROGRAM: TRANSFORMING LIVES

The UMOS Transform Milwaukee Jobs Program and the UMOS Transitional Jobs Program help participants progress from unemployment, to assisted employment (subsidized wages), to self-sufficiency (unsubsidized wages) employment. The programs offer immediate work with pay. The programs also offer job coaching, employability planning, life skills development, limited vocational training, as well as job search assistance.

The programs are offered in Milwaukee, Wisconsin, as well as in Central, Southeastern and Northeastern rural regions in Wisconsin. Specifically, the programs are offered in Milwaukee County, Menominee, Langlade, Forest, Florence, Clark, Jackson, Juneau, Adams and Racine Counties. All regions and counties are funded by the Wisconsin Department of Children and Families.

In 2018, 507 individuals were served. Of those served, 240 completed the program and 223 continue to be employed in unsubsidized positions, earning an average wage of $11.00 per hour.

The Transitional Jobs and Transform Milwaukee Jobs Programs continue to grow its partnership network with employers and workforce development organizations throughout the regions served.

UMOS administered 1,456 exams in 2018, divided between GED and professional tests. UMOS continued to be the main testing services center for Milwaukee’s southside community and the testing center of choice for Milwaukee Public Schools. UMOS graduated 111 students in 2018.

UMOS also provided English as a Second Language (ESL) classes to job seekers and other members of the community from around the world. GED and ESL services are located within the UMOS Job Center.

EDUCATION IS STILL THE KEY TO OPPORTUNITIES

UMOS continued to provide GED classroom instruction and testing services to high school students and members of the community seeking more education to unlock employment opportunities. Although the number of tested students was lower than in 2017, UMOS remained competitive among GED testing sites. UMOS ranked 6th among 129 testing centers based on the total exams taken.
UMOS SOCIAL SERVICES DIVISION... PEOPLE-FOCUSED

UMOS Social Services Programs are holistic, wrap-around services that compliment our two other divisions. UMOS staff provide services with true purpose to allow clients and customers to feel safe and secure, healthy and housed, warm and welcomed. We provide food for those in need, as well as an after school, “out of the box,” learning environment.
PURPOSE: PROMOTING HEALTHIER BREATHING ENVIRONMENTS

The UMOS Tobacco Prevention Initiative continues to promote a healthier Wisconsin where all can breathe cleaner air indoors, including residential housing areas and in the workplace, as well as in shared outdoor spaces.

UMOS is the lead agency for the Wisconsin Hispanic/Latino Tobacco Prevention Network (WHLTPN).

UMOS staff works with the Hispanic and other communities of color, and with local grass roots community leaders to provide education on the health risks associated with tobacco use.

Major Accomplishments included:

- The signing of a ruling for smoke free federal Housing Urban Development (HUD) housing units. All low-income HUD housing will be smoke free, including the use of other tobacco devices such as E-Cigarettes and cigars.
- Presentations by WHLTPN FACT youth members to the Employ Milwaukee Workforce Investment Board, to Wisconsin State Senator Lena Taylor and State Representative Jocasta Zamarripa regarding the effects of tobacco, how tobacco use and tobacco products are changing and how tobacco related issues affect the communities we serve. Over 125 members of the community also attended presentations.
- Outreach and informational materials provided at health fairs and community events to over 2,500 adults and 1,200 youth.
- Presentations specifically to over 250 women and men through other UMOS programs.
- The recruitment of 35 teens into our FACT youth component.

Other program Highlights for the year included:

- Collaboration and coordination with other tobacco programs around Milwaukee, Wisconsin.
- WHLTPN FACT youth members participated in the National Kick Butt Day, providing awareness on the impact of tobacco within our neighborhoods.
- WHLTPN was able to submit 10 to 20 news stories through the network volunteers and FACT youth members. Stories were published in major daily newspaper and several local community papers.

- Acquired 5 new community partners and additional volunteers to promote smoke free outdoor spaces.
- Collaboration with the American Lung Association, American Cancer Society, Medical College of Wisconsin, Froedtert Hospital and the Social Security Administration.

“We have an open-door team approach. Our doors are always open when it comes to supporting customers with internal and external resources.”

Petrina Gray  
Customer Support Supervisor, UMOS
SMOKE FREE FIESTA

Mexican Fiesta, in Milwaukee, Wisconsin, is the largest Hispanic music festival in the Midwest, attracting over 85,000 individuals and families each year.

Mexican Fiesta has joined forces with UMOS by making some areas within the festival smoke free: some stages, children’s areas, and some walkways. Mexican Fiesta is setting an example by having family-friendly festival spaces that are free of secondhand smoke.

FOOD FOR THOUGHT

It’s hard to think about anything else if you’re hungry. Children can’t focus on learning in school if they are thinking about their hunger. Parents are worried if they can’t feed their families.

UMOS continues to assist individuals and families with their food and nutrition needs, including fresh produce.

UMOS distributed over 416,000 pounds of food to 9,876 adults and children.

This food distribution is due to the generous contributions and donations from:

- Feeding America
- Food for the Hunger Inc.
- Target
- Walmart
- Meijer
- Emergency Food & Shelter (EFSP) Program
- Hunger Task Force
- Germantown High School
- Pepperidge Farm
- Holy Assumption
- Basilica of St. Joseph Catholic Church
- Nicolet High School
- ALDI
UMOS and Vieau School are dedicated to improving the views of the entire community. As an after-school program, we see Vieau School as a community unto itself, which includes students, teachers, and parents.

**WATER AND WATERFALLS**

UMOS and Vieau School served 84 students. Our academic focus was based on rivers, waterfalls, and bodies of water. Students learned about the ecosystems that surround bodies of water.

At the end of the 6-week program, we hosted an exhibition with 120 visitors attending and watching students perform dances inspired by water, such as “Under the Sea”.

Students and staff created the stage and costumes. It was one of our most successful summer programs to date!

**PARENTS LEADING THE WAY**

UMOS after-school staff focused on building relationships with day-school staff. We provided support for more than 34 day-staff members as we continued to focus on intentional classroom design. Every year we work on a different room in order to bring a more trauma-sensitive and calming design. Together, we were able to create a spacious and calming classroom.

We also focused on community advocacy and improving parental involvement. We held regular parent meetings that taught parents about self-worth. Parents learned about the value of using their voice and their newly acquired leadership skills. We established our first after-school program parent committee, with 25 members. The parent committee raised funds to remodel the K4-K5 classrooms.

UMOS, in partnership with Vieau School, will diligently continue to work on building a foundation made of Latino parental leaders that will help build strong, self-sufficient, game-changing communities. ¡Si se puede!
LATINA RESOURCE CENTER: PROVIDING RESOURCES TO REBUILD

The UMOS Latina Resource Center has grown in scope, staff, depth and will soon have a new home. The Center and staff will move to 2701 South Chase Avenue, Milwaukee, Wisconsin, home of the UMOS corporate headquarters, job center, TechHire program and Health Promotions.

“UMOS Wisconsin Regional Anti-Trafficking Program Staff’s overview and explanations of the intersections of labor and sex trafficking allowed webinar participants to see how closely the two are connected.”
— A Wisconsin Association for Perinatal Care Webinar Participant

UMOS MIDWEST HOUSING CONSORTIUM

UMOS facilitates a nine-state Midwest Housing Consortium and administers National Farmworker Housing Program (NFJP) funds to NFJP programs in Wisconsin, Minnesota, Iowa, South Dakota, Oklahoma, Indiana, Nebraska, Kansas and Missouri.

The UMOS Housing Department also operates Temporary Housing Rental Units, Housing Assistance, Permanent Housing, Homeownership Education, Technical Assistance, and Development or Preservation of Farm Labor Housing units.

TEMPORARY/PERMANENT HOUSING – RENTAL UNITS

UMOS owns and operates 81 multifamily units of affordable rental housing for agricultural workers and their families in Wisconsin and Minnesota.

Last year, UMOS provided rental housing to 12 individuals and 24 families. UMOS provided year-round housing for 23 individuals and 53 families facilities.

HOUSING ASSISTANCE

UMOS provides emergency funds to help clients obtain short-term shelter, pay a month’s rent, and connect them to social services that are needed. UMOS provides education on Fair Housing, and a renter’s and landlord’s rights and responsibilities through our Rent Smart seminars. This year, 969 families and individuals attended our Rent Smart presentations.

PERMANENT HOUSING – HOMEOWNERSHIP EDUCATION

Our Preparation for Homeownership seminars give an informed overview of the steps needed to move toward homeownership. This year 193 families and individuals attended our Preparation for Homeownership presentations.

TECHNICAL ASSISTANCE

UMOS provides consultation to nonprofit, affordable housing developers. We also provide pass-through funds to encourage the development of new, or the preservation of existing units of farmworker housing in the 9-State Consortium.
HARM REDUCTION PROGRAMS: EXCHANGING HARMING BEHAVIOR FOR HEALTHY BEHAVIOR

UMOS Harm Reduction Programs, include HIV testing, STI testing, condom distribution and needle exchange services. The mission of the UMOS Harm Reduction Program is to fight the spread of HIV/AIDS and enhance the wellbeing of those affected by addressing the underlying factors that fuel a growing HIV/AIDS epidemic among communities of color.

UMOS staff provided HIV outreach and information to more than 5,000 individuals. UMOS staff also distributed over 21,700 condoms to residents living in Milwaukee County as part of the prevention and intervention of HIV efforts.

The HIV Prevention Program offers free rapid, individualized, and confidential HIV testing that only takes 20 minutes to complete. UMOS HIV Program Staff tested over 255 community members, a 25% increase over the previous time period, utilizing new Rapid HIV testing technology that detects HIV in just 14 days. UMOS also provided testing/screening for chlamydia and gonorrhea. This testing is provided to increase the number of people who know their HIV status, and to encourage and provide support for high-risk clients to adopt new behaviors that reduce their risk of HIV/STD infection and/or transmission, as well as ensure linkage to appropriate medical care and partner services.

UMOS was successful in securing funding for a new grant initiative: UMOS SAFE Exchange Program (USEP). This CDC evidence-based intervention provides direct services that limit the spread of infectious disease via contaminated needles.

UMOS staff provided people who inject drugs with educational information and assistance into treatment services at the time needles were exchanged.

NEEDLE EXCHANGE PROGRAM

According to published research and the Centers for Disease Control (CDC), people who inject drugs that utilize needle exchange programs are 5 times more likely to enter drug treatment and communities are more likely to see reductions in opioid overdose deaths.

“If it weren’t for UMOS, I wouldn’t be receiving the treatment I so desperately needed. Thank you, UMOS, for saving my life.”
— 20-year-old woman who entered a drug treatment program for opioid dependency

NEEDLE EXCHANGE ACTIVITIES INCLUDED

- Referred 6 clients into detox/AODA Treatment
- Provided 17 educational sessions
- Provided 25 Sharps safety containers to clients and community members.
- Provided 101 needle exchanges occurrences with clients
- Distributed 2,901 new needles and collected 1,810 used needles (62.4% return rate)
- Collected over 1,500 used syringes through our pick-up services for used syringes/needles.

“We exchange unhealthy behaviors for healthy lifestyles.”

Maria Serrano
Harm Reduction Specialist, UMOS
PROVIDING ASSISTANCE IN A WARM WAY

Winter temperatures in Wisconsin can get below zero. The Wisconsin Home Energy Assistance Program (WHEAP) helps individuals and families with heating costs, electric costs, and energy crisis situations. The UMOS Milwaukee and Kenosha County programs provide warm assistance to households to help lower the burden incurred with monthly energy costs, especially during winter months. However, the assistance is not intended to cover all heating or electric costs. WHEAP heating and electric assistance is a one-time payment during the Wisconsin heating season.

UMOS assisted 6,268 households in applying for Energy Assistance in Kenosha County, 5,521 of those qualified for benefits. The financial benefits received by clients totaled $2,822,554.

UMOS assisted 24,458 households in applying for Energy Assistance in Milwaukee County, 22,351 of those qualified for benefits. The financial benefits received by Milwaukee clients totaled $14,078,580.

CRISIS ASSISTANCE

Crisis assistance is available to clients who are facing a disconnection of utility services. To receive crisis assistance, clients must commit to a payment arrangement with the utility provider, as well as meet state and county requirements for payment contributions.

UMOS in Kenosha County provided crisis assistance services to 1,416 households. The financial benefits received by clients totaled $363,570.

UMOS in Milwaukee County provided crisis assistance services to 3,084 households. The financial benefits received by clients totaled $948,678.

“Weatherization assistance and education on how to save energy resulted in an $800 annual electric usage savings for one client.”
— Molly Calderon
WHEAP Manager-Kenosha, UMOS

HEATING SYSTEM ASSISTANCE

WHEAP heating system assistance provides services to eligible homeowners if the furnace or boiler stops operating. Heating system assistance includes payment for repairs, or in some situations, the residence may qualify for a total replacement of a non-operating furnace or boiler.

UMOS in Kenosha County assisted with 99 heating unit repairs and 109 replacements. UMOS also assisted with 11 assessments for heating units.

UMOS in Milwaukee County provided assistance for 106 heating unit repairs and 184 replacements. UMOS also assisted with 26 assessments for heating units.

The UMOS Kenosha County and Milwaukee County office continued to provide a co-payment agreement option for clients, while working directly with WE Energies to make the payment plan more affordable for low income clients. The clients selected for the copay option were having trouble paying their current usage, usually had very high balances and had fallen off several previous payment arrangements. While on the copay option, clients make an agreed upon payment every month, then UMOS releases payment toward their account. After every third month, the utility company will forgive a fourth of the client's balance. At the end of the 12 months, the client will have a zero balance with the utility. The copay option helps clients regain credibility with their utility.

UMOS STAFF PARTICIPATED IN OUTREACH EVENTS THAT INCLUDED

- Get Yourself Tested Event
- Gerald Ignace Health Fair
- PRIDEFEST Milwaukee
- National HIV testing day
- Puerto Rican Festival
- Milwaukee Fatherhood Initiative Annual Summit
- HVAC Neighborhood clean-up

UMOS staff was also successful in securing a new grant specially to purchase supplies for the harm reduction programs. UMOS received $13,700 from Ryan White funding through the State of Wisconsin Department of Health Services.
CORPORATE & COMMUNITY EVENTS

HISPANIC AWARDS BANQUET

FAITH-BASED

BREAKFAST WITH SANTA

CERVECEROS TAILGATE

FUNFEST
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The UMOS Child Development Division provides safe, nurturing and high quality, early childhood education programs with school readiness at the heart of everything we do.

The Child Development Division is comprised of Migrant and Seasonal Head Start and Migrant Child Care. The programs are operated in Wisconsin, Missouri, and soon to be in Arkansas.
Preparing children for school readiness is a central focus of the UMOS Migrant and Seasonal Head Start Program (MSHS). The UMOS Migrant and Seasonal Head Start Program delivers comprehensive and high-quality Head Start services designed to prepare children for school, to prepare families to support their children’s learning, and to prepare schools to be ready for UMOS children. UMOS MSHS views school readiness as children possessing the skills, knowledge, and attitudes necessary for success in school and for later learning in life.

UMOS operated MSHS programs as the grantee in Wisconsin, Missouri, and Wisconsin District 6, providing early childhood development and education; health, dental, mental health, nutrition, family engagement, and parental involvement services. These services are responsive and appropriate to each child’s and each family’s development, culture, linguistic heritage, and experience.

Services are provided to children 6 weeks through 5 years in a center-based design for 9 to 12 hours daily. During the peak of the harvest, UMOS MSHS has braided funds to also serve children during weekend hours. This additional childcare service allows parents the ability to continue agricultural work extending throughout the weekend while their children are in a safe, nurturing, high-quality early childhood education program and rather than in the fields.

The grantee and District 6 provided Migrant and Seasonal Head Start (MSHS) services to 457 migrant children and their families in Wisconsin and Missouri.

There are four Wisconsin grantee MSHS sites located in Amery, Montello, Plymouth and Whitewater.

The Missouri sites are in Malden, Mt. Vernon and Lexington. The total funded enrollment for the Grantee is 257.

UMOS District 6 centers, also in Wisconsin, are in Aurora, Beaver Dam, Plainfield, and Spring Lake District 6 is funded for 159 children.

UMOS promotes parental involvement at each site through parent-teacher conferences, parent groups, and classroom volunteer opportunities. These opportunities help parents gain the confidence and skills necessary to support their child through their educational journey.

Before children enter kindergarten, they would have gained the academic foundation and social skills necessary to succeed.

The MSHS program also serves families and children with limited or no English language proficiency. To support dual language learners, UMOS provides services to children and families in their home language while introducing English throughout the day. The UMOS dual language program emphasizes learning, talking, and engaging with children in their home languages and cultures as an important part of their classroom day.

The MSHS program serves 10% of its funded enrollment with special needs children. Identifying children with unique developmental needs, ensuring they receive appropriate and timely services remains a priority. An additional priority is identifying and enrolling families who are homeless or face other unique challenges.

**GRANTEE WISCONSIN AND MISSOURI**

During the 2018 season, the grantee was unable to meet the funded enrollment. The cumulative enrollment was 210/257 children.

- 3 (2%) pregnant mothers were served,
- 87 (62%) families were below the federal income poverty guidelines.
- 39 (28%) families fell into the 100% to 130% of the poverty guidelines.

**DISTRICT 6**

For the 2018 season, District 6 met its funded enrollment by cumulatively serving 200/159.

- 81 (71.1%) families were below the federal income poverty guidelines.
- 21 (18.4%) families fell into the 100% to 130% of the poverty guidelines.
TOTAL AMOUNT OF PUBLIC AND PRIVATE FUNDS RECEIVED

UMOS child development programs continue to be funded by state and federal funds. In Wisconsin, UMOS utilizes Department of Children and Families Child Care funding in the amount of $548,000 to provide migrant childcare services. In addition, the Wisconsin Department of Public Instruction Head Start grant helps supplement services in Plymouth.

UMOS is funded directly by Department of Health and Human Services to provide services to 257 MSHS children of which 60 slots are seasonal in both Wisconsin and Missouri, 16 for Early Head Start to serve infants, toddlers and pregnant women. In addition, the grantee (District 6) serves 159 children in Wisconsin of which 50 slots are seasonal.
MIGRANT CHILD CARE PROGRAM

The Migrant Child Care (MCC) Program is funded through the State of Wisconsin’s Department of Children and Families. The program extends or bridges services for un-served/underserved migrant children throughout the state of Wisconsin. The program also collaborates with MSHS to support additional services needed by children outside the Head Start hours.

The MCC program also affords families with avenues for additional child care services when their children are no longer age-eligible for MSHS services. The school-age requirement for MCC is 6 to 12 years of age. MSHS children can be transitioned to MCC when they are 5 years 11 months. UMOS has several licensed centers in Wisconsin that also provide an educational, nurturing and safe environment.

The MCC program’s unique structure has added service options:
- Early: morning services
- Evening: after hour of the MSHS
- Holiday: Child Care/4th of July, Labor Day
- Saturdays: full-day services based on family needs
- Post: After the MSHS funding has ended
- 6-12 Program: providing services to children ages 6 to 12 that are no longer eligible for MHS Services. Three centers operate from mid-July to the end of August.
- Summer Food Service Program (SFSP).

MIGRANT EDUCATION PROGRAM

UMOS was funded to serve two Migrant Education in 2018. Title I migrant education is a federally-funded program that assists selected local school districts in providing supplemental education services needed by migratory children. The program helps children ages 6 years to out of high school, develop oral and written language, and other communication skills as well continued support to complete their high school education. The program also focuses on reading, mathematics, and other core subjects to improve student achievement. Coordinated supportive services may also be provided. This program was housed at the Berlin and Randolph sites.

SCHOOL READINESS

UMOS has established school readiness goals that are appropriate for the ages and development of enrolled children in the following domains:
- Approaches to Learning
- Social and Emotional Development
- Language and Literacy
- Cognition
- Perceptual, Motor, and Physical Development

The UMOS MSHS uses the Creative Curriculum along with the guidance of the Head Start Early Learning Outcome Framework and the Wisconsin Model Early Learning Standards, Missouri, Florida, and Texas, as well as Common Core Standards for its education programming focusing on developmentally appropriate, child-centered environments in which children can explore and progress in their “school readiness” skills.

Additionally, MyTeachingStrategies which is directly linked to the Creative Curriculum, is used as the ongoing assessment for the program. With input from parents and the MyTeaching Strategies, staff collect data, determine outcomes and form individual goals for each child’s success. The regional staff analyze center and program-wide outcome data to determine if the program needs to revise the school readiness goals; to inform program improvement; and plan staff development to strengthen teaching practice. The school readiness goals and objectives for children are aggregated and analyzed at three assigned formalized checkpoints during each season through MyTeaching Strategies.

Finally, each family meets with their child’s teacher to discuss their child’s progress toward their individual goals, and to track school readiness. In addition, center staff and local kindergarten/district staff meet to determine the most effective ways to help the child with a successful transition to kindergarten.

There are two parent/teacher conferences and two home visits conducted for each child during the program year. UMOS MSHS staff provides the following support to families to ease their child’s transition to kindergarten:
- Parent-teacher conferences and home visits
- Transition and information meeting with a guest kindergarten teacher
- Information packets with school locations, enrollment dates, and open house
- Reading materials on preparing children for the transition
- Field trips to local kindergarten classes
2018 HIGHLIGHTS

TRANSPORTATION SERVICES

Many of the UMOS families reside in rural communities with both parents employed during hours that do not enable them to drop their children off at the nearest MSHS Center.

In 2018 UMOS was awarded $211,671 for 2 new school buses for the MSHS program, replacing two antiquated buses. One bus is a 48-passenger school bus with integrated seats and seat belts. The second is a 48-passenger school bus with wheelchair lift integrated seats and seat belts.

CLASSROOM ASSESSMENT SCORING SYSTEM (CLASS®)

CLASS focuses on teacher-child interactions. CLASS assesses processes rather than structure. This means that CLASS is not looking at the content of the physical environment, materials, or specific curricula. At the broadest level, CLASS describes three domains of teacher-child interactions that support children’s learning and development: Emotional Support, Classroom Organization, and Instructional Support.

UMOS MSHS preschool classrooms teachers use CLASS and the data to guide professional development. In 2018, there was a decrease in Emotional Support as many of the staff were new to the program however, the Classroom Organization and Instructional Support Domains remained consistent from the previous year.

The data received from CLASS observations has been incorporated into professional development targeting specific skills sets through training and technical assistants in efforts to enhance teaching staff overall performance.

The CLASS scores have shown a slight decline within the past two years which is due to the high teacher turnover rate within the program. UMOS is taking a 3-tiered proactive model approach to address this situation. First, with the recent award of duration funding that has increased the program to an 8-month operation; this additional time increases support to staff by providing CLASS training and implementation over a longer period. Second, UMOS

“We take pride in meeting the needs of our families while meeting the financial and many other Head Start performance requirements.”

Chan Conner
Financial Liaison Advance,
UMOS Accounting Department
program administration will contract with an independent consultant to assess the current system and determine improvement strategies for 2019 and 2020. Finally, each year after the initial assessment, scores will be evaluated to determine focus areas, coaching plans, and training models.

DUAL LANGUAGE LEARNERS (DLL)

Most of the children UMOS serves are dual language speakers. Program data collected by family surveys and home visits indicates the language most spoken at home is Spanish. The second most spoken language is English; followed by very small percentage of children speaking Native Central American, South American, and Mexican Languages.

Therefore, UMOS is committed to employ Spanish speaking teachers in the infant and toddler classroom for developmental continuity from home to school. UMOS also commits to providing staff with resources and training that reinforces the benefits of being bilingual, the importance of maintaining home language, and the value of becoming fully bilingual.

HEALTH AND DENTAL SERVICES

The early detection of a child’s health problems has always been a priority for UMOS. Every child receives a physical examination, immunizations, hearing and vision screening completed by a qualified medical provider.

Statistics demonstrate that children with an ongoing source of health and dental care are more successful in school. Driven by this data UMOS strives to provide these services to support children’s educational success!

In 2018, the number of children requiring follow up due to vision problems was 7 out of 368 children. From 2016 to 2018, the percentage of children with vision concerns has ranged from 2% (7 children) to 4% (15 children).

In 2018, hearing problems were identified in 4 out of 368 children (1%). From 2016 to 2018, the percentage of children with hearing concerns has ranged from 1% (4 children) to 2% (9 children).
The Special Services program area focuses on three areas: disabilities, mental wellness and transitions. Ten percent (10%) of our funded enrollment slots are allocated for children with disabilities. Close coordination and combined staffing efforts to ensure quality services are provided between Specialists and Managers for early identification and immediate services to high risk children. This will ensure a coordinated approach to early identification of suspect children resulting in an increase of children diagnosed and served.

A recruitment plan is developed in coordination with Family Services in hopes to reach all eligible families of children with disabilities. UMOS is making concerted efforts to recruit children with disabilities. Historically, the primary diagnosis of most children with disabilities in our program is speech/language impairment. For the Delegate program, UMOS served 13 out of 200 children with diagnosed disabilities which is 6.5%. For the Grantee program, UMOS served 11 out of 251 children with diagnosed disabilities which is 4.3%.

FARM WORKER APPRECIATION 2018

The UMOS Montello Center hosted the 2018 Annual Farmworker Appreciation celebration on August 5, 2018. This event celebrates all the families and children of agricultural workers; where they are honored with food, live music, events, games, informational booths, and raffles to the families on their special day.

ENROLLMENT DATA

UMOS services begin with recruitment and outreach while families are in the home states of Florida, Missouri, and Texas. Prior to their arrival to Wisconsin recruitment plans are developed to strategically locate families who need Migrant Head Start Services.

UMOS recruitment plans are revised on an annual basis and new/enhanced strategies are implemented with staff and parents from Wisconsin. Extensive recruitment is conducted in Texas, Missouri and Wisconsin with families while in their home states and visiting other agencies that serve migrant families.

The grantee was under enrolled this program year due to several factors. First, there was severe crop damage due to the unseasonal rain that occurred early in the Spring. Second, the separating of migrant children from their families created great fear when it was time to migrate. Many chose not to travel due to the fear of immigration. However, the program was able to maintain a 90% Average Daily Attendance.

UMOS Vision hearing

Overall Results

<table>
<thead>
<tr>
<th>Year</th>
<th>Vision Problems</th>
<th>Hearing Difficulties</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>2%</td>
<td>1%</td>
</tr>
</tbody>
</table>

Special Services/Mental Health/Transition

RESULTS OF THE MOST RECENT REVIEW BY THE SECRETARY AND THE FINANCIAL AUDIT

UMOS submits Single Audit Reports to Department of Health and Human Services as required.

UMOS’ last federal review of the Grantee occurred in dates listed below and was found to comply as noted:

- Last Delegate Federal Review in 2013: In Compliance
- Last Grantee Federal Review in 2016: In Compliance
- Last Grantee Federal Review in 2017: In Compliance

BUDGETARY EXPENDITURES AND PROPOSED BUDGET FOR THE FISCAL YEAR

The budgetary expenditures for 2018 aligned with the proposed expenditures. Budgeted funds supported client services for staffing, medical, dental, follow-up activities, disabilities and mental health, transportation, facility and overall operational costs.

For 2018, a 2.60% Cost of Living Adjustment (COLA) was awarded to UMOS which was applied to increase staff wages.

<table>
<thead>
<tr>
<th>District 6</th>
<th>2018 Budget</th>
<th>2018 Expenditures</th>
<th>2019 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Personnel</td>
<td>$ 825,650</td>
<td>$ 832,726.73</td>
<td>$ 1,268,835</td>
</tr>
<tr>
<td>b. Fringe Benefits</td>
<td>$ 202,291</td>
<td>$ 222,190.75</td>
<td>$ 372,553</td>
</tr>
<tr>
<td>c. Travel (out of state)</td>
<td>$ 15,419</td>
<td>$ 6,454.45</td>
<td>$ 8,250</td>
</tr>
<tr>
<td>d. Equipment</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
</tr>
<tr>
<td>e. Supplies</td>
<td>$ 61,866</td>
<td>$ 57,634.80</td>
<td>$ 74,995</td>
</tr>
<tr>
<td>f. Contractual</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
</tr>
<tr>
<td>g. Construction</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
</tr>
<tr>
<td>h. Other</td>
<td>$ 646,527</td>
<td>$ 565,131.57</td>
<td>$ 704,344</td>
</tr>
<tr>
<td>i. Total Direct Charges</td>
<td>$ 1,751,753</td>
<td>$ 1,684,138.30</td>
<td>$ 2,428,977</td>
</tr>
<tr>
<td>j. Indirect Charges</td>
<td>$ 175,175</td>
<td>$ 168,129.81</td>
<td>$ 242,898</td>
</tr>
<tr>
<td>k. Grand Totals</td>
<td>$ 1,926,928</td>
<td>$ 1,852,268.11</td>
<td>$ 2,671,875</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grantee</th>
<th>2018 Budget</th>
<th>2018 Expenditures</th>
<th>2019 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Personnel</td>
<td>$ 1,376,275</td>
<td>$ 1,206,445.18</td>
<td>$ 1,980,744</td>
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<tr>
<td>c. Travel (out of state)</td>
<td>$ 22,882</td>
<td>$ 24,154.38</td>
<td>$ 53,594</td>
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<tr>
<td>d. Equipment</td>
<td>$ 211,671</td>
<td>$ 201,939.00</td>
<td>$ -</td>
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<tr>
<td>e. Supplies</td>
<td>$ 87,185</td>
<td>$ 70,843.12</td>
<td>$ 96,314</td>
</tr>
<tr>
<td>f. Contractual</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
</tr>
<tr>
<td>g. Construction</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
</tr>
<tr>
<td>h. Other</td>
<td>$ 942,438</td>
<td>$ 835,669.84</td>
<td>$ 1,022,485</td>
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<tr>
<td>i. Total Direct Charges</td>
<td>$ 3,066,411</td>
<td>$ 2,688,337.23</td>
<td>$ 3,759,297</td>
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<tr>
<td>j. Indirect Charges</td>
<td>$ 285,476</td>
<td>$ 248,328.91</td>
<td>$ 375,929</td>
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<tr>
<td>k. Grand Totals</td>
<td>$ 3,351,887</td>
<td>$ 2,936,666.14</td>
<td>$ 4,135,226</td>
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</table>
### UMOS Programs are Funded By:

- Wisconsin Department of Children and Families
- Wisconsin Department of Justice
- Wisconsin Department of Public Instruction
- Wisconsin Department of Health Services
- U.S. Department of Labor
- Community Services Block Grant
- End Domestic Abuse Wisconsin
- United Way of Greater Milwaukee and Waukesha County
- U.S. Department of Health & Human Services – Office of Head Start
- U.S. Department of Justice – Office on Violence Against Women
- U.S. Department of Health & Human Services – Office on Trafficking in Persons
- U.S. Department of Justice
- U.S. Department of Labor
- U.S. Department of Agriculture
- Milwaukee County Department of Health and Human Services
- Kenosha County Department of Human Services
- Milwaukee Public Schools
- We Energies
- Bader Philanthropies
- City of Milwaukee

### Grant Expenditures

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment and Training</td>
<td>$13,943,669</td>
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<tr>
<td>Child Education</td>
<td>$5,798,197</td>
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<tr>
<td>Aids Programs</td>
<td>$108,631</td>
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<tr>
<td>Homeless/Shelter/Food Programs</td>
<td>$349,490</td>
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<tr>
<td>Community Based Programs</td>
<td>$4,045,949</td>
</tr>
<tr>
<td>Housing Projects</td>
<td>$573,939</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$24,819,875</strong></td>
</tr>
</tbody>
</table>
LUPE MARTINEZ CELEBRATES 50 YEARS OF SERVICE

On May 5, 2019, Lupe Martinez celebrated 50 years of service at UMOS.

Lupe Martinez has devoted his entire 50-year professional career to improving the living and working conditions of migrant and seasonal farm workers and other low-income populations at UMOS. Lupe Martinez, himself, is a former migrant worker whose family traveled throughout the Midwest harvesting crops.

Today, Lupe Martinez is President and Chief Executive Officer of UMOS, a position he has held for 45 years. The mission of UMOS is to advocate and provide programs and services that improve the employment, educational, health and housing opportunities of underserved populations.

When Mr. Martinez was appointed President/CEO, in 1974, UMOS was a single state, single-focused, migrant farmworker serving agency only. Today, under Martinez’s leadership, UMOS is a nationally recognized, providing diverse programs and services, to diverse populations in five states: Florida, Minnesota, Missouri, Texas and throughout Wisconsin.

Martinez has positioned UMOS to be a performance-based, data driven, customer focused corporation. Martinez oversees the operations of over 40 performance-based program contracts, often competing against larger, Fortune 500 for profit corporations. Those 40+ programs are divided into three major divisions: Workforce Development, Child Development and Social Services. UMOS also produces nine corporate and community events.

Under Martinez’ leadership, UMOS has become the largest Hispanic-managed, non-profit organization in Wisconsin, and one of the largest in the nation. UMOS is the largest non-profit workforce development contractor with the state of Wisconsin.

Martinez advocates for under-served populations at the local, state and national level, with a focus on improving the quality of life for migrant and seasonal farm workers. At the national level, he is chairman of the National Farmworker Alliance, comprised of 23 national and regional trade associations and farmworker organizations.

Martinez sits on the board of Farmworker Justice, a national non-profit that works closely with elected officials on immigration reform and other federal legislation that impact agricultural workers. Martinez also served six years on the board of the National Council of La Raza (UNIDOS US).

Also, on the national level, Martinez is chairman of MAFO, a national partnership of farmworker and rural organizations that has sponsored a national farmworker conference for 30 years.

At the state level, Martinez continues the fight for farmworker rights. He was appointed by Democratic Governor Jim Doyle to sit on the Wisconsin Council on Migrant Labor, a statutory council that enforces the state’s migrant labor laws. He was reappointed by Republican Governor Scott Walker, and he continues to serve as the interim chairman of the Council under newly elected Democratic Governor Tony Evers. Lupe Martinez is also President of the Wisconsin Farmworkers Coalition, comprised of farmworker serving agencies throughout the state.

At the local level, Lupe Martinez is a member of the executive committee of Employ Milwaukee Workforce Investment Board. He serves as president of local LULAC Council 337.

Martinez has received many awards, honors and recognitions. In the last 5 years Martinez was named by Madison 365 Publication as the most powerful Latino in the state of Wisconsin. He was recognized by the Green Bay Packers with the Hispanic Heritage Leadership Award, the Association of Farmworker Opportunity Programs’ Farmworker Advocate Hall of Fame Award, the Farmworker Justice Farmworker Advocate Award, HPGM’s Lifetime Achievement Award, BizTimes Media Non-Profit Executive of the Year Recognition, MKEOne Driver of Diversity Leadership Award, the Omega School Legacy Award, and The World Citizen Award, to name a few.

Lupe Martinez’s philosophy is to treat every customer, every client, as if he or she were your aunt or uncle, brother or sister, and to serve them with dignity and honesty and to go the extra mile in making a difference in their lives.

Lupe Martinez has made the difference in the lives of thousands. Although Lupe does not show any signs of retirement, some would say he has already achieved a lifetime of accomplishments over his 50 years (and counting) of service to others. As Martinez puts it, “It is a privilege to serve others.”