Navigating change is a way of life. Navigating change is a constant for businesses to survive and thrive.

UMOS has been navigating changes for 57 years. However, fiscal year 2021-2022 was an especially challenging year, yet an exciting year for UMOS. Many changes needed to be navigated: changes in technology advancements, changes in talent recruitment and retention efforts, changes in social services delivery models due to COVID-19, changes in program performance benchmarks and federal economic swings, as well as changes in political and competitive environments.

But one change did not occur. UMOS will continue to be successful as those we serve become successful. UMOS will continue to meet the needs of our clients and customers, while meeting and exceeding the expectations of our funding sources.

This year’s annual report contains program and services highlights, as well as financial information, which highlights why UMOS is well positioned to navigate the many challenges and changes that await in the future.

Sincerely,

Ben Obregon
Board Chair

Lupe Martinez
President & Chief Executive Officer
The Child Development Division is the largest of the three UMOS program divisions. The division is comprised of Migrant and Seasonal Head Start and Early Head Start.

UMOS serves children six weeks to five years of age, and their families, in Arkansas, Missouri, Texas, and Wisconsin.
**CENTERS OF CARE**

UMOS Child Development programs deliver high quality, comprehensive Migrant and Seasonal Head Start (MSHS), and Early Head Start (MEHS) services to low-income families whose primary income is derived from agricultural work. Through a center-based model, UMOS provides childhood development and education, health, dental, mental health, nutrition, family engagement, parent involvement, and transportation services to children and their families for 8 to 12 hours daily.

**HIGHLIGHTS**

- Provided services to approximately 1,063 families and 1,529 children, an increase of approximately 94% and 102% respectively
- Provided an increase in services to children and families over the past year despite COVID-19
- Received additional grant dollars through the Coronavirus Aid, Relief, and Economic Security Act
- Provided additional financial assistance to more than 300 families that were impacted by Texas Winter Storm 2021
- Returned to in-person services and worked toward full enrollment
- Formed better collaboration with agricultural industry sectors to best meet the needs of MSHS families
- Transitioned DRDP Assessment tool across all four UMOS grants
- Used Quality Improvement dollars to offer year-round insurance coverage to employees who are off during the summer
- No areas of non-compliance identified during an administrative and center review of UMOS IV – CACFP Child Care Center Operation in March 2022

**CHILDREN AND CHANGE**

Children experience many changes and transitions throughout life, starting with their first transition from home to an early care program, between age groups and program settings, and from early childcare setting to kindergarten to public school. Supporting these transitions is important because change can be challenging. UMOS staff work collaboratively with families to ensure a smooth transition, starting with their first transition from the home to our MSHS locations to kindergarten, to the public school system.

**HIGHLIGHTS**

- Disseminated educational materials to parents and discussed the MSHS environment/setting
- Conducted two parent/teacher conferences
- Conducted two home visits
- Met with a guest kindergarten teacher
- Provided information packets with school locations, enrollment, and open house dates
- Provided transition preparation materials
- Provided field trips for children to a local kindergarten class

It is important for teachers, family service workers, and families to know the importance of successful transitions. UMOS understands that a child’s transition process should not be a one-time event, but a process that starts from the time the child and family are enrolled in our program.
UMOS continued to experience challenges as COVID-19 continued to impact the migrant farm worker community. Our migrant farm worker population continued to suffer because of direct impacts (deaths in family, crew leaders, friends) or continued fear of COVID-19. Some families were resistant to sending their children to attend in-person.

Covid-19 restrictions continued at all MSHS locations which resulted in changes to the program’s daily operations, including how the UMOS centers operate. To continue providing in person services, UMOS continued to strictly implement prevention strategies that allow for safe onsite instruction.

HIGHLIGHTS
- Provided safe, physical distancing
- Conducted continuous cleaning and sanitizing
- Provided ongoing training on health and safety practices
- Held virtual parent meetings
- Limited seating capacity on buses during transportation
- Installed safety plexiglass shield barriers
- Provided screening for COVID-19 symptoms
- Maintained cohorts
- Conducted virtual interviews

Although some families were resistant to sending their children for in-person learning, UMOS, in Texas, changed from providing hybrid services to full on-site services to meet the needs of other children and families.

ALL IN THE FAMILY
UMOS staff understand that involving the entire family in the education of their children is vital to their child’s success.

Parents are their children’s first and best teachers. Children learn through the behavior they see and hear at home and through family engagement.

UMOS strives to foster family engagement. Family engagement supports parents’ participation in their child’s early care and learning experiences.

We place great emphasis on collaborating with families, obtaining family input, and finding diverse ways to encourage collaboration to help create positive relationships.

UMOS focuses on strengthening families so children can live safely and develop fully.

HIGHLIGHTS
- Hosted virtual parent committee meetings
- Held monthly virtual Policy Council meetings
- Collected family data, determined outcomes, formed individual family goals
- Promoted parental involvement through parent-teacher conferences
- Offered educational opportunities to equip and empower family members
- Provided parental access to “Ready Rosie,” a research-based family engagement and early learning resource
- Welcomed one-hundred, forty-two fathers participation in their child’s developmental experiences

UMOS not only strives for family engagement at home, but also strives for partnerships and engagements of schools and the community.
The Workforce Development Division is the second largest division within UMOS. This division consists of the following programs:

- Adult Basic Education
- Wisconsin Works (W-2) Program
- Transitional Jobs Program
- Transform Milwaukee Jobs Program
- One Workforce-TechStars Program
- National Farmworker Jobs Program

UMOS remained the largest non-profit workforce development program and service delivery contractor with the State of Wisconsin.
WORKFORCE DEVELOPMENT DIVISION - ADULT BASIC EDUCATION

ADULT BASIC EDUCATION
STARTING WITH THE FIRST STEP

The UMOS Education Department provides GED and HSED classes and administers testing to individuals from diverse backgrounds. Due to the continuation of the COVID-19 pandemic, classes were held virtually versus in-person. However, UMOS staff were innovative in their educational instruction delivery methods and remained committed in helping their students succeed.

HIGHLIGHTS

• Recognized by the Wisconsin Department of Children and Families as having the highest percentage of job placements and job retentions among W-2 agencies in Milwaukee County
• Served 1,269 W-2 participants
• Placed 233 participants in employment with 85% of participants remaining on the job at least 30 days
• Twenty-four percent of participants earned a wage of $16.40/hr

UMOS remained the only non-profit agency operating the W-2 program in Milwaukee, Wisconsin. All other contractors are larger, for-profit corporations.

For more information: 414-389-6600
Additional program information can be found in the addendum section in the annual report.

WORKFORCE DEVELOPMENT DIVISION - WISCONSIN WORKS

WISCONSIN WORKS (W-2)
NAVIGATING CHANGES IN THE WORKPLACE

The UMOS One-Stop Job Center Affiliate, located in Milwaukee, Wisconsin, is the home of the Wisconsin Works (W-2) and other programs. The programs housed within the job center serve employers large and small, job seekers, program participants and the general community by providing access to a customer-driven, comprehensive array of integrated employment programs, education services, skills training, and on-the-job experiences.

COVID-19 continued to pose challenges for UMOS W-2 staff and participants. UMOS W-2 staff continued to navigate the changes needed and adjust service delivery methods to meet the needs of program participants, employers, and non-program participant job seekers from the community.

HIGHLIGHTS

• Recognized by the Wisconsin Department of Children and Families as having the highest percentage of job placements and job retentions among W-2 agencies in Milwaukee County
• Served 1,269 W-2 participants
• Placed 233 participants in employment with 85% of participants remaining on the job at least 30 days
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A PERSONAL STORY

TOKESHA THOMAS

Tokesh Thomas, a W-2 participant, is a forty-two-year-old mother with an eleven-year-old daughter. Tokesha applied for W-2 services in April 2019. She had a tenth-grade education yet, had a Certified Nursing Assistant certification obtained in 2000. Her work history consisted of general labor and customer service.

Tokesha expressed an interest in Microsoft Office training. To get started, she enrolled in a UMOS GED class.

In September 2019, Tokesh passed her first GED reading exam. She then passed her social studies and science exams. In March 2020, she began preparation for her final GED exam in math.

Because of COVID-19 Tokesh’s education pursuits were put on hold due to cancellation of in-person class instruction. She became discouraged.

Later, Tokesh resumed her GED classes and preparation for her math test virtually. In April 2021, she took the GED Ready Math Practice test.

She didn’t do well. But she didn’t give up. In November 2021, Tokesh passed her math test and after continuous employment searches Tokesh found a job that matched her career interests.

In March 2022, Tokesh was offered a full-time job with the Milwaukee County Economic Support Department at $21.00/hr.

Congratulations Tokesh!
The Transform Milwaukee Jobs (TMJ) and Transitional Jobs Program (TJP) offer employment opportunities to hard-to-place and low-income adults. The UMOS program was implemented in Milwaukee County, Urban Southeast, Rural Northeast, Central, Urban South and the Bay area regions throughout the state of Wisconsin.

The TMJ/TJP helps families reach economic self-sufficiency, helps non-custodial parents pay child support, helps reduce recidivism, helps fill employer job positions, and helps boost economic growth in local communities.

**HIGHLIGHTS**

- 576 participants were employed in subsidized employment
- 156 participants successfully completed 1,040 hours of program participation
- 139 program participants obtained employment in unsubsidized jobs.
- 122 participants completed 60 days of unsubsidized employment
- 46 percent of those in Transform Milwaukee Jobs unsubsidized employment earn $13.00/hour or higher

In February of 2022, the Wisconsin Department of Children and Families (DCF) added a $2500 job transition stipend to allow UMOS and other agencies to financially assist individuals who were placed in unsubsidized employment.

Miguel Ruiz contacted the UMOS Transitional Jobs Program seeking assistance with employment. He had worked through a couple of temporary agencies and was seeking full-time permanent employment. Miguel was interested in working in a pastry shop.

The UMOS Transitional Jobs Program team provided interviewing skills assistance along with resume assistance. Miguel did well in the interview and his resume impressed the pastry shop owner.

After completing the Transitional Jobs Program, Miguel was offered permanent employment. Right away his presence had a positive impact on the business. Miguel became a valued member of the business and has been instrumental in assuring that the pastry shop runs smoothly.

**A PERSONAL STORY**

**MIGUEL RUIZ**

Miguel Ruiz was released from the Wisconsin Correctional System on January 16, 2022. He enrolled into the UMOS Transitional Jobs Program on January 20th.

Enous Anderson was encouraged to interview for a position at the ELCA of Kenosha Outreach Center worksite.

Enous Anderson had several goals upon his release: to find employment to support his two children, to satisfy the conditions of his release with the Department of Corrections, and to also obtain suitable employment that would allow him to rent his own place, purchase a vehicle and make a livable wage.

With the assistance of the UMOS staff, Enous was able to access an array of employment support services, like gas cards to help him to get to and from work for the first two weeks.

"The services provided by UMOS were life savers."

**ENUOS ANDERSON**

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The National Farmworker Jobs Program (NFJP) offers participants opportunities and options. The NFJP provides funding to help migrant and seasonal farmworkers and their families achieve economic self-sufficiency by offering supportive services while working in agriculture, and by helping them acquire new skills, job options and opportunities to earn higher sustainable wages. Services under this program include training and career services, youth services, housing services and supportive services.

For more information: 414-389-6600 or 1-800-279-UMOS

COMMUNITY CRISIS RELIEF (CCR)

UMOS continued to provide Comprehensive Crisis Relief (CCR) to migrant and seasonal farmworkers in Wisconsin.

HIGHLIGHTS
- Served 1,332 clients.
- Distributed 1,728 vouchers for food, lodging, emergency assistance and gas.
- Distributed over $161,000 in funds.

For more information: 414-389-6600 or 1-800-279-UMOS
The UMOS Social Services division is comprised of nine program components: UMOS Latina Resource Center’s Domestic Violence, Sexual Assault, and Human Trafficking programs and supportive services, Health Promotions’ Harm Reduction and Tobacco Prevention Programs, Farm Labor Housing, Home Energy Assistance, UMOS Food Pantry and Community Learning Center.

The UMOS Social Services Division programs are wrap-around/holistic components that complement other UMOS divisions and programs by removing obstacles and barriers that impede achieving personal goals and by impacting the quality of life for the individuals and families in the communities where we serve.
HIGHLIGHTS

• Exceeded goals by providing HIV testing to 120 high-risk individuals and HIV testing to 138 high-risk individuals.

• Provided outreach to over 5,000 members of the community.

• Distributed approximately 500 harm reduction kits and 11,330 safer sex kits.

• Distributed 19,800 clean syringes to community members but, collected 23,970 used syringes through street clean-up and other measures which helps prevent the spread of HIV/AIDS and other infectious diseases via contaminated needles.

• Provided Rapid Hepatitis C testing for 77 individuals through the Wisconsin Department of Health Services new Rapid Hepatitis C Testing program

• Disseminated 1,048 single-doses of Nasal NARCAN®

• Secured $12,625 in funding from the Milwaukee Health Department to purchase a Kiosk and Sharps Containers for use in community street clean-ups.

• Formed new community partnerships with West Allis Fire department and first responders, City of Greenfield, Community Medical Services, Street Angels, Apostle Presbyterian Church, Clean Slate, and other community-based organizations.

HARM REDUCTION PROGRAM

BRINGING HARMONY TO OTHERS

The UMOS Health Promotions Syringe Exchange Program strives to promote and improve the use of evidence-based approaches to prevention, intervention, and treatment referrals. UMOS provides rapid HIV and Hepatitis C testing, syringe exchange services, condom distribution, NARCAN training and distribution, wound care, HIV/Hep C/STI education, overdose prevention, and treatment options.

“...I appreciate all they do at UMOS syringe exchange. Thanks to that program and the NARCAN they give out - I am alive today!”

Enrico, 35-year-old UMOS Harm Reduction Client

For more information: 414-389-6507

Additional program information can be found in the addendum section of the annual report.

For more information: 414-389-6507

Additional program information can be found in the addendum section of the annual report.

Tobacco Prevention Program

PREVENT NOW OR PAY LATER

UMOS houses the Wisconsin Hispanic/Latinx Tobacco Prevention Network (WHLTPN) which is funded by the State of Wisconsin Tobacco Prevention and Control Program. This coalition serves as a public health advocate for the Hispanic/Latinx community by addressing health equity and disparities relating to commercial tobacco and vaping products.

HIGHLIGHTS

• Disseminated educational and informational materials to over 4,000 individuals through outreach, local events, social media, and coalition meetings

• Distributed over 1000 bilingual Quit-line cards and other information to individuals at Mexican Fiesta, Puerto Rican Festival, State Fair Park Event, plus local health fairs

• Held six coalition meetings to inform and educate community members with the latest commercial tobacco and vaping updates from the state of Wisconsin

• Hosted nine educational sessions with state/local legislators and community leaders on the dangers of commercial tobacco and vaping products, including second and third hand smoke

• Received an additional $9,000 stipend from the Wisconsin Department of Health Services to purchase WHLTPN promotional items and informational brochures, along with updating current materials for events used to attract new coalition members

• Provided information on the additional risks associated with COVID-19 and smoking cigarettes, including e-cigarettes

For more information: 414-389-6507

Additional program information can be found in the addendum section of the annual report.

“I am very grateful to UMOS/WHLTPN for providing the right guidance and information to help me quit smoking for good.”

Ramon Gomez
FARM LABOR HOUSING
HOUSING THE FARMWORKERS THAT FEED US

UMOS Farm Labor Housing services are comprised of three interconnected components: Temporary and Permanent Housing, Housing Education, and Housing Development Technical Assistance. The Housing Department is funded by the US Department of Labor’s 167 Farmworker Program and USDA Rural Housing Development to provide critical housing and related activities to farmworkers in the Central Midwest States.

HIGHLIGHTS

- Provided temporary rental housing to more than 500 individual farmworkers and 120 families
- Provided permanent, safe, decent, affordable rental housing to more than 280 individual farmworkers and 65 families
- Assisted non-profit developers renovate and build 36-units of farm labor housing in Wisconsin
- Collaborated with Southwest Community Action Program in Lafayette County, Wisconsin to combine $7.4 million in grants and loans from the USDA’s Rural Development 514 and 516 Programs to provide rental housing for primarily dairy workers in Wisconsin
- Provided Rent Smart seminars to 164 participants
- Provided Home Ownership training to 94 participants
- Working with Three Rivers Development in Minnesota to renovate or construct 101-units of farm labor housing in three projects

For more information: 414-791-4538
Additional program information can be found in the addendum section of the annual report.

A single mother with three children traveled to Minnesota from Venezuela looking for seasonal work. Her family initially stayed at the UMOS Migrant Housing Center in Claremont, Minnesota. She worked in the local food processing plant. She met with her UMOS caseworker and expressed a desire to learn English and go back to school. The UMOS caseworker offered her a move to one of UMOS’ permanent housing centers in Wisconsin. This move has stabilized her family and enabled her to work while attending class.

“...move into this new chapter of my life and work toward a better future for my children.”

UMOS LATINA RESOURCE CENTER
CALMING THE CRISIS

The UMOS Latina Resource Center programs offer a variety of supportive services to individuals and families in Milwaukee County, Wisconsin who have been victims and survivors of sexual assaults and domestic violence, and state-wide to victims of human trafficking. In addition, children and teen programming are offered at the Center as either preventative or interventional.

HIGHLIGHTS

Victim Advocacy Services
- Provided 200 victims of sexual assault with advocacy and/or supportive services
- Provided 500 victims of domestic violence with advocacy and/or supportive services
- Responded to 150 crisis calls
- Reached over 200 individuals through domestic violence, dating violence & sexual assault outreach activities and community presentations

Family & Youth Services
- Provided 100 children with resources and services through Mi Arco Iris Children Who Witness Domestic Violence
- Instructed 168 survivors on the “Adult & Children Together” parenting program

Human Trafficking Program & Services
- Trained 422 professionals on human trafficking. These professionals represented a variety of disciplines, including law-enforcement, social workers, medical providers, and youth workers from 15 Wisconsin cities.
- Reached 670 people through outreach activities
- Reached 19,200 people through the strategic Look Beneath the Surface Anti-Human Trafficking public awareness Campaign
- Screened 100 potential victims of labor and/or sex trafficking
- Identified and provided 50 victims of human trafficking with comprehensive advocacy services by the Wisconsin Regional Anti-Trafficking Program (Based on 2020-2021 performance results)

For more information: 414-389-6500
Additional program information can be found in the addendum section of the annual report.

The Latina Resource Center’s Raices Youth Leaders raise awareness of healthy relationships to break cultural boundaries that support abusive relationships.

The Latina Resource Center’s Raices Youth Leaders raise awareness of healthy relationships to break cultural boundaries that support abusive relationships.

Milwaukee Mayor Cavalier Johnson (m) and Milwaukee Common Council President, Jose Perez (r), observe Sexual Assault Awareness by wearing blue jeans.

Take a tour of UMOS Latina Resource Center
**HIGHLIGHTS**

- Distributed 715,820 pounds of food to those in need.
- Served 10,850 individuals, families, and children.
- Each family box of food assistance weighed 50+ lbs.
- Each individual food assistance box weighed 32+ lbs.

UMOS, in partnership with the Milwaukee, Wisconsin Public Schools Recreation Department, offered academic and technological support to students.

**HIGHLIGHTS**

- Partnered with Big Brothers/Big Sisters to provide mentoring to 24 participants
- Created new partnership with the Optimist Club of Milwaukee
- Reached 81 students through a virtual Holiday Cooking Show that focused on simple recipes and cooking safety
- Taught social and emotions skills, like breathing techniques, to help kids cope and regulate their emotions
- Provided Family Literacy and Support Nights for kids and parents

*(Based on 2020-2021 performance data)*

For more information: 414-389-6600

**HOME ENERGY ASSISTANCE**

*KEEPING WARM IN WISCONSIN WINTERS*

The Wisconsin Home Energy Assistance Program (WHEAP) helps residents stay connected with their utility, in winter and summer. UMOS staff assist in facilitating client utility payment plans as a proactive approach versus a reactive approach to stay warm in the winter and cool in the summer.

UMOS Milwaukee and Kenosha County staff also provide qualified applicants with crisis assistance which includes furnace repair or replacement if someone is facing a no-heat situation.

UMOS Milwaukee and Kenosha County staff also provide qualified applicants with crisis assistance which includes furnace repair or replacement if someone is facing a no-heat situation.

Eligible applicants also have access to services that help weatherize homes, thus saving energy and lowering customer costs.

**HIGHLIGHTS**

- Processed 4,794 paid applications for clients in Kenosha County, Wisconsin
- Provided services to 13,608 households with Public Benefits aka Electric benefits, and 13,185 households with LIHEAP aka heat benefits in Milwaukee County, Wisconsin
- Processed 727 crisis cases to help customers avoid disconnection and get reconnected in Milwaukee County, Wisconsin
- Processed 75 co-pay agreements, and 200 furnace repairs & replacements in Milwaukee County, Wisconsin

*(Based on 2020-2021 performance data)*

For more information: 414-389-6600

**SOCIAL SERVICES DIVISION - COMMUNITY LEARNING CENTER & ENERGY ASSISTANCE**

**SOCIAL SERVICES DIVISION - FOOD PANTRY**

**UMOS FOOD PANTRY**

*HERE WHEN YOU NEED US*

The UMOS Food Pantry, located on the south side of Milwaukee, Wisconsin, is one of several food pantries striving to meet the food insecurity needs of neighborhood residents.

Individuals and families in need who live within the designated UMOS food pantry service area can receive food assistance every 30 days.

Each food assistance box consists of canned vegetables, fresh fruits, pasta, rice, beans, cereal, spaghetti sauce, granola bars, chili, tuna, and other extras. Neighborhood residents also get frozen meats, dairy items, water, juices, bakery, bread, hand sanitizer & soaps, sandwich meats, pizzas, and condiments. Food pantry boxes also consist of breakfast, lunch, and dinner items.

**HIGHLIGHTS**

- Processed 298 families receiving 3,378 lbs. of food.
COVID-19 continued to change and sometimes cancel our planned indoor and outdoor events. Thanks to Anthem Foundation, Anthem BlueCross BlueShield, Gruber Law Offices, Brewers Foundation, El Conquistador Newspaper, Bustos Media and other sponsors, the following events took place in fiscal year 2021-2022.

HIGHLIGHTS

2021 ANNUAL CORPORATION AWARDS PRESENTATIONS

The annual corporate awards and UMOS Employee of the Year awards were presented virtually. Award recipients included:

1. Corporate Sponsor of the Year
   Jon Greenberg, Milwaukee Admirals

2. Corporate Citizen of the Year
   Jose Santa Cruz & Maricela, La Salsa Restaurant.

3. Corporate Employer of the Year
   Amazon.com, Inc.

4. 2021 UMOS Employee of the Year
   Chan Connor

HISPANIC AWARDS BANQUET

UMOS celebrated its 40th anniversary of the Hispanic Awards Banquet, virtually, in 2021. Award recipients included:

5. Hispanic Woman of the Year
   The Honorable Kristela Cervera

6. Hispanic Man of the Year
   Franklin Pizarro

7. Hispanic Youth of the Year
   Miranda Aviles

8. Hispanic Family of the Year
   Debbie & Hugo Rios and Family

BACK TO SCHOOL FAIR

The annual event included back-packs filled with school supplies.

BREAKFAST WITH SANTA

Every child deserves a smile at Christmas. The annual event was conducted as a pick-up your gift and go drive through.
BOARD OF DIRECTORS

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Member of Executive Committee
Carmen Flores
President, Migrant and Seasonal Head Start Policy Council
Esmeralda Belmares
Vice President, Migrant and Seasonal Head Start Policy Council

Kevin Magee
Silvia Perez
Guadalupe “Wally” Rendon
Jose Ruano
Michael “Mike” Milam
Cesar Sotelo
Maria Borda-Wiesner
Jose Carrillo
Pastor Juan Salinas
Earnie Hill

EXPENDITURES

GRANT EXPENDITURES
JANUARY 2021/DECEMBER 2021

- Child Education: $27,273,194
- Employment and Training: $21,301,244
- Community Based Programs: $3,065,186
- Aids Programs: $111,870
- Housing Projects: $856,797
- Homeless/Shelter/Food Programs: $1,365,884

Total Grant Expenditures
$53,974,175
UMOS has been providing services to migrant and seasonal farmworker families for over fifty years.

UMOS is the grantee operator of Migrant & Seasonal Head Start (MSHS) and Early Head Start (MEHS) programs which are administered by the U.S. Department of Health and Human Services (HHS) within the Administration for Children and Families (ACF).

UMOS operates multiple MSHS grants across different states: Arkansas, Missouri, Texas, and Wisconsin.

The Child Development Division delivers high quality comprehensive Head Start services to low-income families whose primary income is derived from agricultural work.

Through a center-based model, UMOS provides childhood development and education, health, dental, mental health, nutrition, family engagement, parent involvement and transportation services to children and their families.

The MSHS/MEHS programs serve children six weeks through five years of age for eight to twelve hours daily. To help meet the needs of families in the MSHS and MEHS in Wisconsin, Migrant Child Care supplemental funds are used to provide additional evening and weekend care.

This additional childcare service allows parents to continue weekend agricultural work, while assuring that their children are in a safe, nurturing, high-quality early childhood education environment rather than parents having to take their children to the fields or leaving them with an older yet, underage sibling.

Head Start programs are required to ensure that at least 10% of enrollment slots are occupied by children with disabilities. UMOS serves 10% of its funded enrollment with children who have special needs. Family Service staff work to identify children with special developmental or physical needs, and when eligible, these children receive appropriate and timely services from the UMOS MSHS/MEHS programs.

An additional priority is identifying and enrolling MSHS eligible families who are homeless or face other unique challenges.

UMOS primarily serves low-income Hispanic farm workers who are 99% Spanish speakers, as such, building upon the child’s home language is a critical part of their educational experiences.

Children receiving MSHS or MEH programs are introduced to English as the second language throughout the day. UMOS dual language programs are based on learning and speaking in a child’s home language, and providing cultural “home” experiences as an essential part of the classroom day. Our dual language programs allow children the opportunity to develop deeper, stronger language roots which will benefit them across a lifespan.

Children will develop strong language and literacy skills in both their home language and English when the classroom supports the understanding of their home language.

Prior research has demonstrated that early language development is critical for the acquisition of literacy skills and is predictive of later reading and behavior problems.

“Children with limitations in phonological processing areas are at risk for early decoding problems which can then lead to problems of reading comprehension” (Duff, 2018).

UMOS provides early, continuous, intensive, and comprehensive child development and family support services that enhance the physical, emotional, and intellectual development of children enrolled in the MSHS program.

UMOS enriches these Head Start services by collaborating with other programs in the community whose...
NUTRITION, HEALTH, MENTAL HEALTH, AND DENTAL SERVICES

Health is the foundation of school readiness, “in its earliest years, lays the groundwork for a lifetime of well-being” (Harvard University, 2020).

Children who access ongoing health care have better outcomes and are more engaged in learning. Routine and ongoing health checkups can help children stay healthy. At UMOS we embrace ASCD’s whole child approach, “each student is healthy, safe, engaged, and well-informed.” Health and ongoing health checkups can help families and children stay healthy throughout the program year. Family service staff ensure that all children enrolled in UMOS programs receive their timely and high-quality health care, dental, and mental wellness services. Program staff also work closely with children and families to secure mental wellness services, from mental health consultants, health care providers, to local community resources. Our mental health consultants work across all levels: child and family focused, classroom observations, consultation with program staff, and professional development needs of staff.

During the 2021 -2022 program year, professional development needs were focused on mental well-being, supporting staff through stress, trauma, and strategies to best support the mental health of children.

Dental health is important for overall physical health; not properly taking care of your teeth and gums can lead to a variety of health problems. Children with poor oral health may have a challenging time concentrating and learning because they are in pain, miss more days of school, and can develop other serious oral health conditions. Staff are trained to always promote effective oral health hygiene by ensuring all children are assisted by appropriate staff in brushing their teeth with toothpaste containing fluoride.

Services received in the 2021 - 2022 Program Year include, but not limited to:

- Children served: 89 136 61 120 28 72 579 1,194
- Medical Exam: 13% 13% 13% 13% 13% 13% 13% 13%
- Dental Exam: 13% 13% 13% 13% 13% 13% 13% 13%
- % Met: 48.5% 67% 85.7% 72% 83.3% 89% 70% 96%

Disability Enrollment

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Program Update

Covid-19 2021 - 2022

During 2021 – 2022, UMOS continued to experience challenges as COVID-19 continued to impact our community. Our migrant population continued to be challenged because of direct impact (death in family, crew leaders, friends) or continued fear of COVID-19, thus our funded enrollment was not met across the different early childhood settings. In Texas we transitioned from hybrid services to full on-site services which met with some resistance from families that were not ready to send their children to our MSHS locations.

School Readiness and Educational Outcomes

UMOS MSHS/PMHS promotes school readiness by focusing on the individual child, the involvement of the family and community to support best early child development. Our school readiness considers a child’s physical, social, emotional, and intellectual development. We focus on involving parents as their child’s first teacher, preparing children to be ready for school, and providing developmental screening and referrals to health and educational specialist. We work in cooperation with other community resources, such as Early Childhood Intervention programs, local school districts, and health service providers. UMOS school readiness uses the Head Start Early Learning Framework (ELOF) and state standards (Arkansas, Missouri, Texas, and Wisconsin) to establish child’s readiness goals and to inform curriculum planning and implementation. Our school readiness goals are age-appropriate and have been established in the following domains:

- Approaches to Learning
- Social and Emotional Development
- Language and Literacy
- Cognition
- Perceptual, Motor, and Physical Development

To ensure that our program assesses children’s developmental and learning in the domains identified above, we have implemented the Creative Curriculum which is aligned with Head Start Early Learning Outcomes Framework (ELOF). During 2021 – 2022 Program Year, UMOS transitioned to the Required Results Developmental Profile (RRDP), an informative assessment instrument used in our classrooms to determine shape children’s development and potential need for early intervention. DRDP is aligned to Creative Curriculum for Infants/Toddlers, Preschool, and the Head Start Early Learning Framework.

UMOS uses DRDP for ongoing assessment, which is based on authentic observations, an observation of children engaging in activities in natural settings over a period of time. Each child is assessed individually at the school, preschool, or the home. One of the key strengths of the DRDP assessment is that the observations are strongly focused on identifying strengths over deficits to help determine appropriate learning activities and shape a program’s development and instruction. This instrument is used from early infancy to the start of kindergarten.

The DRDP assessment contains key features that considers dual language learners and accommodations for children with Individualized Family Service Plan (IFSP) or Individualized Education Plan (IEP), or suspected delays, even if they are not eligible for IDEA services prior to entering our program.

- Full Curriculum Measures – are applicable for children from early infancy all the way to kindergarten.
- Earlier Developmental Measures – are applicable for children from early infancy to early preschool.
- Later Developmental Measures – are applicable for children from early preschool through kindergarten entry.

- Conditional Measures – are only applicable in certain circumstances, for example English language learners.

The distinct levels of the DRDP are applicable for children from early infancy through early preschool. The sub-categories are defined by qualitative differences in the defined readiness. The distinct levels of the DRDP are applicable for children from early infancy through early preschool. The sub-categories are defined by qualitative differences in the defined readiness. The distinct levels of the DRDP are applicable for children from early infancy through early preschool. The sub-categories are defined by qualitative differences in the defined readiness. The distinct levels of the DRDP are applicable for children from early infancy through early preschool. The sub-categories are defined by qualitative differences in the defined readiness. The distinct levels of the DRDP are applicable for children from early infancy through early preschool. The sub-categories are defined by qualitative differences in the defined readiness. The distinct levels of the DRDP are applicable for children from early infancy through early preschool. The sub-categories are defined by qualitative differences in the defined readiness. The distinct levels of the DRDP are applicable for children from early infancy through early preschool. The sub-categories are defined by qualitative differences in the defined readiness. The distinct levels of the DRDP are applicable for children from early infancy through early preschool. The sub-categories are defined by qualitative differences in the defined readiness. The distinct levels of the DRDP are applicable for children from early infancy through early preschool. The sub-categories are defined by qualitative differences in the defined readiness. The distinct levels of the DRDP are applicable for children from early infancy through early preschool. The sub-categories are defined by qualitative differences in the defined readiness. The distinct levels of the DRDP are applicable for children from early infancy through early preschool. The sub-categories are defined by qualitative differences in the defined readiness. The distinct levels of the DRDP are applicable for children from early infancy through early preschool. The sub-categories are defined by qualitative differences in the defined readiness. The distinct levels of the DRDP are applicable for children from early infancy through early preschool. The sub-categories are defined by qualitative differences in the defined readiness. The distinct levels of the DRDP are applicable for children from early infancy through early preschool. The sub-categories are defined by qualitative differences in the defined readiness. The distinct levels of the DRDP are applicable for children from early infancy through early preschool. The sub-categories are defined by qualitative differences in the
Any regression noted is a result of how data was collected and analyzed. Not all children had observations in all three data collection areas. The challenges with migrant children is that they may enter the system late, churning in and out of Early Head Start. Early Learning Outcomes and UMOS School Readiness Goals. Teachers use this evidenced-based, ongoing, individualized assessment process to ensure that all children progress towards school readiness. Children’s progress is rated three times each year. Assessment results provide teachers with information about the level of development of each child, guides curriculum planning to support individual children’s learning, plan instruction, and communicate with parents’ important milestones in their child’s development.

OUTCOMES FOR INFANTS AND TODDLERS

Aggregated educational outcomes results for UMOS I, UMOS II, and UMOS III during Program Year 2021 – 2022 for infants and toddlers (6 weeks to 2.11 years) reveals that throughout all the checkpoints, our average for Infants and Toddlers, children remained in the Exploring Level. Children who fall in the Exploring category act independently and show a sense of purpose. Use of verbal communication or an equivalent form of communication like sign language has begun. As a rule, the highest level achieved in children at this age is Building – Earlier.

OUTCOMES FOR PRESCHOOLERS

Aggregated educational outcomes results for UMOS I, UMOS II, UMOS III and IV during Program Year 2021 – 2022 for preschoolers (3 to 5 years old) reveals that throughout all three checkpoints, our average progression levels increased from the first data collection to the mid-year and final checkpoint. (First checkpoint, mid-year (Second checkpoint), and Final (Year-end checkpoint)) outcomes of preschool children for children enrolled in UMOS I (Chart A), UMOS II (Chart B), UMOS III (Chart C), and UMOS IV (Chart D). Each chart represents outcomes data by grant of preschool children for each domain based on the DRDP rating of Building or Above. In UMOS I, II, and IV, the domain with the greatest improvement was Approaches to Learning Self-Regulation (ATL-REG). In UMOS III, the domain with the greatest improvement was Physical Health and Development, there was an increase from 14% to 71% of children in Building and Above from the baseline assessment to the final year end assessment.

Children that are in the Building Level show understanding of how people and objects relate, how things work, and how they can investigate ideas by themselves. Children at this level can use language to express themselves and participate in group interactions.

Trends Identified:  
• All children were included in the analysis; thus, the overall percentage increase/desease is skewed because of zero observations.
• For example, UMOS IV first data collection N=161, mid-year N=264, and final N=342.
• Children regressed from the first checkpoint to the mid or final checkpoint. Children enrolling late were included in the mid or final checkpoint.

Plans Based on Trends:  
• Ongoing training and monitoring on DRDP
• Children assessment data will be based on each child, thus all children having a first checkpoint (Checkpoints will be First, Second, and Third, Final).
• Implement the Creative Curriculum Extended Resources for Twos for all Toddler Classrooms
• Barefoot Book Collection in all Preschool Classrooms
• Purchase additional curriculum resources to include a complete bilingual curriculum set to facilitate planning for teachers.
• Full implementation of Mentor Coaching
• Implementation and use of The Essential Kit which determines how to support teaching practices within classrooms.
• Implement Learning Genie to collect DRDP observations and assessment thus leading to better tracking and data analysis.
• Implement MarocoPolo for Educators, a curriculum enrichment resource which enhances inquiry-based learning. This tool promotes critical thinking skills, social-emotional development.
• Data collected will be used at the administrative level to drive decision making. The data collected throughout the year helped us better understand the key areas that children need support in, inform teaching staff about instructional strategies needed, and support effective development and administration of our MSHS program and policies. Data driven decision making not only allows for a better understanding of our program’s needs, but helps us with:
  • Valuable insights
  • Continual growth
  • Improved program outcomes
  • Optimized operations
  • Prediction of future trends, and
  • Actional insights

FAMILY ENGAGEMENT

UMOS strives for family engagement and the creation of strong bonds between schools, home, and the community. Our staff understand that involving families in the education of their children is vital to their child’s success. Understanding the unique needs of our families and students is a program critical, thus we always strive to create a welcoming and supportive environment.

Parents are their child’s first and best teachers. Prior research has taught us that 80% of rapid brain development occurs before the age of three. There are many things that parents can do to engage their child’s development. Children learn through the behavior they see and hear, and it is through those interactions with parents and families that help children build new skills. Feedback from families is essential to assessing progress towards the child’s individualized goals. Staff collect family data, determine outcomes, and form individual goals linked to information provided by the family. Each family meets with their child’s teacher to discuss their child’s progress and establish school readiness goals.

Family engagement allows UMOS staff to build relationships with families that support family wellbeing. Family engagement begins with early childhood education and continues throughout all the checkpoints or phases. Parents want to know their child is engaged in learning and exploring. UMOS promotes parent involvement at each site through parent-teacher conferences, parent groups, and classroom volunteer opportunities. That includes helping and supporting families and teachers improve children’s academic achievement, social competence, and emotional well-being. These experiences support goal setting, parent-child relationships, professional growth, and peer and community connections.

Families are offered educational opportunities to equip and empower family members to develop knowledge and skills that help foster positive individual and family development so families can function optimally. Every enrolled parent can access Ready Rosy, a research-based family engagement and early learning resource that provide a comprehensive family curriculum based on well-established theories and research. We focus on strengthening families so that children can live safely and develop fully. By the time their child enters UMOS, their children have developed an academic foundation and social skills necessary to succeed in their educational journey. During 2021 – 2022, family engagement opportunities continued to be limited because of the prevention strategies that were put in place to reduce the risk of spreading COVID-19. This year family engagement activities were:
  • Virtual Parent Committee meetings
  • Monthly Virtual Policy Council meetings
  • Limited participation in school events
  • Family engagement allows UMOS staff to foster a sense of belonging for the child and the parent. We place great emphasis in collaborating with families, obtaining family input and find diverse ways to encourage collaboration to help create positive relationships with our families.

During the 2021 – 2022 Program Year, there were 132 fathers or father figures involved in their child’s educational journey. During 2021 – 2022 Program Year, there were 132 fathers or father figures involved in their child’s educational journey.
of program activities. In UMOS I, 52 fathers participated in Family Goal Setting and 49 were involved in their child’s developmental experiences. In UMOS II, 29 fathers participated in their child’s development experiences and 20 were involved in family goal setting and family assessment. In UMOS III, 36 fathers engaged in their child’s developmental experiences and 30 fathers were involved in Family Goal Settings.

Fathers are always encouraged to attend school events. Involved fathers bring positive benefits to children whose fathers provide them with learning materials and speak with them frequently perform better in school and have more advanced language skills.

Families Served

- **UMOS Enrollment % Change From Previous Year 2021 to 2022**
  - **Children Served**

When children are no longer age eligible for MSHS services, preschool children who turn six years of age can be transitioned to MCC. The MCC program operates in licensed centers in Wisconsin and provides educational experiences in a nurturing and safe environment. The families eligible for UMOS’ MSHS services transition their children into MCC. During Program Year 2021 – 2022, MCC provided services to 60 eligible migrant children.

The MCC program’s structure also provides the following additional services to families:
- Early: morning services
- Evening Hours: after MSHS
- Holiday: Childcare/4th of July, Labor Day
- Saturdays: Full-day services based on the family’s needs
- Post: After the MSHS program has ended it provides post services to families
- 6-12 Program: providing services to children ages 6 to 12 that are no longer eligible for MHS Services.
- Centers operate from mid-July to the end of August
- Summer Food Service Program (SFSP) supports the nutrition services for children

**TOTAL AMOUNT OF PUBLIC AND PRIVATE FUNDS RECEIVED**

The UMOS Child Development Program continues to be funded through State and Federal funding. All UMOS Child Development programs provide services to migrant and seasonal farm working families. Wisconsin has additional childcare funding which help support our MSHS program. This grant supports quality improvement efforts and/or expands MSHS/MEHS enrollment for children who may be on the waiting list, or migrant children who no longer qualify for MSHS services. The additional childcare funding in the amount of $548,000 has been used to supplement childcare services throughout different locations in Wisconsin.

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

UMOS submits Single Audit Reports to the Department of Health and Human Services as required. Denotations from the Single Audit Database indicated that the report was complete and received. No findings were identified in the most recent financial audit for year ending June 30, 2022. The financial audit found that UMOS employs systems, procedures, and processes that are in compliance with the Office of Management and Budget Uniform Guidance 2 CFR Part 200 Uniform Administrative Requirements, Cost Principles, and audit Requirements for Federal Awards.

During Program Year 2021 – 2022, the Administration for Children and Families conducted a Focus Area Two monitoring review for UMOS Migrant and Seasonal Head Start programs. Based on the information gathered during the virtual review, our MSHS program was found to be out of compliance with one applicable Head Start Program Performance Standards, “The program did not implement a researched-based, coordinated coaching strategy for Migrant and Seasonal Head Start and Migrant Early Head Start staff.”

In December 2021, UMOS submitted a Grantee Response and Correction Plan to ACF Office of Head Start certifying correction of items found to be non-compliant. UMOS had already identified this area of non-compliance and was working diligently with our Mentor Coaches to implement a researched based, coordinated coaching strategy for Migrant Head Start and Migrant Early Head Start programs, UMOS will receive a Follow-up review in September 2022 to ensure that this finding is corrected.

**BUDGETARY EXPENDITURES AND PROPOSED BUDGET FOR THE FISCAL YEAR**

The budgetary expenses for Program Year 2022 are 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.
UMOS continued to stay competitive when facing the lower enrollment during the pandemic. UMOS continued to be the main test center in the Milwaukee Southside community. UMOS continued to be the choice test center for Milwaukee Public Schools; this became especially important during the pandemic due to high demand in virtual testing.

**Total Tests Delivered**: 637
**GED Test**: 190
**Professional Tests**: 447

UMOS Pearson Vue GED Test Center was one of the 129 test centers in Wisconsin that delivered exams in 2021. The UMOS Education Department delivered classes and tests to individuals with diverse backgrounds.

**UMOS GED PROGRAM**

The UMOS child-care drop off center allows parents to focus on their immediate needs while in the job center. During the peak of the COVID-19 pandemic, the drop off center was forced to close but with hopes the convenient Center will once again provide the needed child care services.

**Funding Source**
Wisconsin Department of Children and Families

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**CHILDcare DROP OFF CENTER**

The UMOS child-care drop off center allows parents to focus on their immediate needs while in the job center. During the peak of the COVID-19 pandemic, the drop off center was forced to close but with hopes the convenient Center will once again provide the needed child care services.

**Funding Source**
Wisconsin Department of Children and Families

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**TRANSFORM MILWAUKEE JOBS PROGRAM/TRANSITIONAL JOBS PROGRAM**

The Transform Milwaukee Jobs (TMJ) and Transitional Jobs Program (TJ) offer immediate employment to low-income adults in Milwaukee County and other parts of the state of Wisconsin. The TMJ/TJ Program can provide:

- An immediate income
- An opportunity to develop skills in a high demand field
- An opportunity to build a positive work history

**The Goals of the program are**:

- To transition individuals into stable unsubsidized employment
- To ensure that both parents support their children through stable unsubsidized employment
- To enhance parental capacities and long-term child safety through stable unsubsidized employment
- To transition individuals in out of home care into independent living through stable unsubsidized employment

**TRANSFORM MILWAUKEE JOBS**

- In 2021, 473 participants were employed in subsidized employment
- 128 participants successfully completed 1,040 hours of program participation
- 114 program participants obtained employment in unsubsidized jobs
- 101 completed 60 days of unsubsidized employment
- Fifty-six percent of those who found unsubsidized employment make $13.00/hour or higher
- Ninety-seven percent of program participants were African American
- Fifty-five percent of those were males and 48% were young adults without children
- Thirty-five percent of the 473 participants were non-custodial parents
- Sixty-two percent are Ex-offenders, and thirty-two percent had a Child Support order

**TRANSITIONAL JOBS**

- In 2021, 103 participants were employed in subsidized employment
- Eighty-two participants completed 1,040 hours of program participation
- Twenty-five obtained unsubsidized employment earning at least $10 per hour
- Twenty-one completed 60 days of unsubsidized employment
- Eighty-seven percent of program participants were African American
- Forty-five percent were males and thirty-three percent were non-custodial parents
- Seventy-seven percent were Ex-offenders with thirty-four percent having a child support order

**Funding Source**
Wisconsin Department of Children and Families

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**WISCONSIN WORKS**

Before the COVID-19 pandemic, over 250,000 job seekers, program participants and residents from the general community would enter through the job center doors for services. Due to the COVID-19 pandemic, traffic flow through the job center was down by as much as 75%. That number is starting to reverse.

**BEST PRACTICE MODEL**

Building on the success of the TechHire program, UMOS One Workforce-TechStars, in partnership with Milwaukee County House of Corrections, and local advanced manufacturing employers, will begin training developed from recently entering practice models in accelerated CNC training and employment placement. Participants are pre-screened, selected and move through an accelerated training leading industry recognized certifications and employment opportunities. Participants are provided a six-month, 80% hands-on and 20% classroom-based training, earning transferable credits. For those incarcerated, training is provided prior to release, and inclusive of wrap-around services such as coaching, driver’s license recovery, housing resource support, resumed and soft skill training. Overall, those incarcerated were employed at a rate of 80%, with wages ranging from $16.00-$21.00 for full-time employment.

**Funding Source**
US Department of Labor/Employment & Training Administration

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**ONE WORKFORCE TECHSTARS**

**FOCUSED ON WISCONSIN RESIDENTS**

Higher levels of skills will be needed to enter the ever emerging and expanding technology field, as well as remote work opportunities for Wisconsin families. UMOS One Workforce-TechStars provides accelerated technology-based training in Medical Coding, Web Development, and Computer Numerical Control (CNC), serving 65 participants to date.

**FOCUSED ON EMPLOYERS**

One Workforce-TechStars provides employer partners customized employee training to assist in meeting the demand for a skilled technology workforce. Expansion will include training areas of Computer Numerical Control (CNC) programming, Medical Coding, Cybersecurity, Data Analysis, Network Engineering, Six Sigma, Web/Software Application specialist.

**Funding Source**
Wisconsin Department of Children and Families

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**PARTNERSHIPS**

Partnerships will be expanded to include agencies providing supportive services to compliment One Workforce TechStars training. Potential employees are not only provided customized training and certifications, but they are also supported in areas of housing assistance, childcare, driver’s license recovery, resume writing and job ready training. UMOS One Workforce-TechStars will continue implementation of the former TechHire model, providing training and additional support to ensure participant have a successful pathway to high wage careers.

**ONE WORKFORCE TRAINING AND ENROLLMENT IS ON-GOING WITH:**

- Virtual, face to face and hybrid (blend) training
- Coaching Support
- Wrap-around employment support services
- Employer/Agency (Stakeholder) meetings for immediate feedback and program improvement
- Access to UMOS Technology Center for Internet, computer access and instructional support

**Funding Source**
US Department of Labor/Employment & Training Administration

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**NATIONAL FARMWORKER JOBS PROGRAM**

**Funding Source**
United States Department of Labor (USDOL)
Wisconsin Department of Children and Families through the Community Services Block Grant (CSBG) & CARES Act.
TOBACCO PREVENTION
UMOS and Wisconsin Hispanic/Latinx Tobacco Prevention Network (WHLTPN) will continue to promote a healthier Wisconsin by advocating for smoke free air laws, smoke free housing, workplaces, schools, parks, and events. UMOS worked with local and state leaders, grassroots organizations, local businesses, community organizations, supporters, and volunteers to address the harmful health impacts that commercial tobacco and vaping products have in the Hispanic community.

WHLTPN addresses commercial tobacco related health disparities in the Hispanic/Latinx community by:
- Raising awareness & increasing knowledge about the impact of commercial tobacco and e-cigarette/vape use.
- Disseminating culturally and linguistically appropriate commercial tobacco-related information & resources.
- Creating a network of community members who are invested in reducing health disparities related to commercial tobacco and e-cigarette/vape use.
- Educating elected officials at the local and state level about tobacco related health disparities to garner their support for legislation that addresses the issue

For more information: 414-389-6507
Funding Source: Wisconsin Department of Health Services-HIV Division

TEMPORARY AND PERMANENT HOUSING
UMOS continues to operate three temporary housing centers consisting of 53 total units for migrant and seasonal farmworkers and their family members who traveled to Wisconsin and Minnesota during the growing season. We provided temporary rental housing to more than 500 individual farmworkers and 120 families. UMOS also operated two permanent, year-round housing centers in Wisconsin, consisting of 28 units. Last year UMOS provided permanent, safe, decent, affordable rental housing to more than 280 individual farmworkers and 65 families.

UMOS staff provides all tenants with comprehensive casework services, including advocacy and referrals to employment, education for children in local public schools and adult education, medical services, emergency housing, food and clothing, domestic violence supported services, childcare, and rental assistance. As need it, all UMOS client services and paperwork are available in English, Spanish, and other languages.

For more information: 414-391-4518
Funding Sources:
- U.S. Department of Agriculture (USDA) Rural Housing Development
- U.S. Department of Labor National Farmworker Jobs Program (NFJP) Housing Grant

UMOS' Farm Labor Housing services are comprised of three interconnected components: Temporary and Permanent Housing, Housing Education, and Housing Development Technical Assistance.

TECHNICAL ASSISTANCE
UMOS assisted non-profit developers renovate and build 36-units of farm labor housing in Wisconsin. UMOS collaborated with Southwest Community Action Program in Lafayette County, Wisconsin to develop farm labor housing in Darlington. It is anticipated this rental housing will be occupied primarily by dairy workers. This $7.4 million project’s cornerstone funding combines grants and loans from the USDA’s Rural Development 514 and 516 Programs.

Currently, UMOS is working with Three Rivers Development in Minnesota to renovate or construct 101-units of farm labor housing in rural Minnesota. These projects are primarily funded by HUD’s Home funds and Low-Income Tax Credits.

For more information: 414-389-6507
Funding Source: Wisconsin Department of Health Services

UMOS LATINA RESOURCE CENTER DOMESTIC VIOLENCE, SEXUAL ASSAULT, ANTI-HUMAN TRAFFICKING

UMOS continues to provide resources, information, support and advocacy to Latina women victims of family violence, sexual assault, human trafficking, and other forms of gender-based violence.

For more information: 414-389-6500
Funding Sources:
- U.S. Department of Justice-Enhanced Collaborative Model to Combat Human Trafficking-Sub-grantee
- Wisconsin Department of Children & Families
- West Allis Fire Department Technical Assistance
- City of Milwaukee Response Initiative
- West Allis Fire Department, City of Cudahy, City of Greenfield, Milwaukee Street Angels, and Community Medical Services outreach unit.

“Harm Reduction is a way of engaging people in treatment services, by getting them on the right path to recovery.”

Glorieceliz Hernandez
UMOS Harm Reduction Specialist
The purpose of the plan is to provide a more affordable payment option that will encourage long-term payment patterns, prevent no-pay shut-offs, and reduce overall arrears.

UMOS staff participated in 33 outreach events. Events included: Fiesta Mexicana, National Night Out, Zablocki Community School Leadership Team, Vida Explosiva Church, Carmen Schools of Milwaukee, Milwaukee Admirals hockey games, plus several job fairs.

Staff also provided on-site intake services to 46 senior citizen housing sites, including residents with disabilities.

Facebook promotional efforts were utilized to celebrate Weatherization Day in collaboration with Milwaukee County, Wisconsin, DHHS, La Casa de Esperanza, Social Development Commission, Partners, and Community Advocates. Giveaways included weatherization kits, lightbulbs, and informational flyers were provided during the drive through event.

Funding Sources:
- Milwaukee County Department of Health and Human Services
- Wisconsin State Division of Energy, Housing and Community Resources
- WE Energies

UMOS received $150,000 from WE Energies and WPS service territories in Wisconsin. Customers must apply and qualify for energy assistance in either the current program year, or previous program year (October 1 – September 30) for eligibility and enrollment. Customers who are enrolled will receive a portion of their arrears forgiven monthly while on this plan.