STRATEGIC PARTNERS, SPONSORS, SUPPORTERS AND FRIENDS:
Attached is the UMOS 2020-2021 fiscal year annual report...“On the Move.”
Without a doubt, the year 2020 will be remembered as a critical time in our nation’s history; the COVID-19 pandemic, a stalled economy, business cutbacks and layoffs leading to historically high unemployment, nation-wide health uncertainty, and a presidential election.
The year 2020 was an historical year for UMOS as well. We celebrated, virtually, our 55th anniversary. We restructured the organization to meet current and future challenges. We changed our methods of program and service delivery to meet the needs of clients. And we doubled in size.
UMOS was successful in winning a $25 million per year Migrant and Seasonal Head Start grant to serve children and families in the Rio Grande Valley area in South Texas, making our Child Development Division the largest program division within UMOS.
Our Workforce Development Division continued to expand in market share throughout Wisconsin making UMOS the largest nonprofit workforce development contractor in the state.
Our Social Services Division, with its nine program components, continued to make strides in advancing our position as a performance based, data-driven, customer focused corporation.
UMOS is well positioned to succeed in 2021 and beyond. We look forward to Building Better Futures® for those we are privileged to serve.
For more information on UMOS and how we are on the move, go to www.umos.org.

Sincerely,
Ben Obregon
Lupe Martinez
Board Chair
President and Chief Executive Officer

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The UMOS Child Development Division provides children a head-start in life by delivering comprehensive, high-quality learning and education, while providing an environment for family support.
The MSHS/MEHS program serves children six weeks through five years of age for 9 to 12 hours daily. To help meet the needs of families 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 being assured that their children are in a safe, nurturing, high-quality early childhood education environment rather than taking their children to the fields or are leaving them with an older, 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 Services staff prioritize their 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.

Research has demonstrated that early language development is critical for the acquisition of literacy skills, general academic achievement, and the social and emotional well-being that comes from being able to communicate (Dickinson & Porche, 2011).

UMOS primarily serves low-income Hispanic children of migrant or seasonal farmworkers who are 99% Spanish speakers. Thus, building upon a child’s home language is a critical part of their educational experiences.

Children receiving MSHS or MESH services are introduced to English as the second language throughout the day.

UMOS’ dual language program is based on learning and speaking in a child’s home language, while providing cultural "home" experiences as an essential part of the classroom day. Our dual language program allows children the opportunity to develop deeper, stronger, language roots which will have lifelong benefits.

Children will develop strong language and literacy skills in both their home language and in English when the classroom supports the mastery of their home language. UMOS strives to hire Spanish speaking teachers in the infant and toddler classrooms 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.

UMOS Special Services program encompasses three areas: disabilities, mental wellness, and transition services.

FAMILY SUPPORTIVE SERVICES

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 purpose is to help families move toward self-sufficiency.

During each program year, children will receive a minimum of two home visits from qualified teaching staff and follow up with home visits from qualified family service workers on an as needed basis. The MSHS program is designed to prepare families to support their children’s learning, and to prepare children for success in school and for later learning in life. Our focus is to promote school readiness by enhancing the social and cognitive development of children by providing health, nutrition, social, education, family engagement, and other services.

Transition Services

UMOS Staff work collaboratively with families to ensure a smooth transition process into kindergarten. The process includes: (2) parent/teacher conferences and (2) home visits. Children’s progress and individualized goals are discussed with families. This process also includes:

- Parent-teacher conferences and home visits
- Meeting with a guest kindergarten teacher
- Information packets with school locations, enrollment dates, and open house
- Transition preparation materials
- Field trips to a local kindergarten class

It is important for teachers, family service workers, and families to know the importance of successful transitions to kindergarten. A poorly planned transition process can have implications for the child’s future outcomes. UMOS understands that a child’s transition process should not be a onetime event, but a process that starts from the time the child and family are enrolled in our program.
The early detection of a child’s health problems remains a priority for UMOS. Every child receives a physical examination that includes immunizations, hearing, and vision screening. A dental exam is performed, including cleaning and fluoride treatment to identify dental issues so that treatment can be provided. Prior research reveals that children with an ongoing source of health and dental care are more successful in school. UMOS staff work collaboratively with families and medical providers to transform the health of MSHS children and families.

Health Screening and Referral Services for Children

The UMOS MSHS/MEHS programs provide an array of health screenings for children. During Program Year 2020–2021, over 90% of the children served were up to date on medical exams. UMOS attributes these positive results to relationships formed with community partners. These partnerships have led to agreements to provide onsite visits at UMOS to complete physicals, dental exams, and medical screenings. All enrolled children receive health screening within the first 30 days of enrollment. Screenings include:

- EPSDT physicals (well-child exams) per state EPSDT schedule
- Immunizations
- Vision and hearing screens
- Dental screens and Dental exams
- Nutrition Assessment (individual observations for nutrition concerns may be done)
- Medical and Dental follow-up, including referrals when appropriate.

### 2020 – 2021 Program Updates

COVID-19 changed how we work, learn, and interact. Social distancing and months of quarantine led to a more virtual existence. Imposed interstate travel restrictions impacted the travel of migrant farmworkers. These travel restrictions impacted our ability to meet funded enrollments in all states.

<table>
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<tr>
<th>UMOS I</th>
<th>UMOS II</th>
<th>UMOS III</th>
<th>UMOS IV</th>
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<tr>
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**In Person vs Virtual Services**

Providing on-site, in person services changed to virtual services. This change presented challenges for our families. This change also presented challenges for UMOS’ center-based model concept as community partners were required to keep their doors closed, providing minimal services only.

Many Head Start centers around the country were forced to close leaving millions of children studying from home, creating issues for the millions of farmworker families who rely on childcare from Migrant and Seasonal Head Start programs. However, Migrant and Seasonal Head Start programs were the first of Head Start programs to reopen and provide services for the nation’s essential workers.

The Office of Head Start issued guidance and described flexibilities to help MSHS programs continue to operate successfully in the COVID-19 environment. The health and safety of staff, families, and children were the highest priority.

**2020 – 2021 COVID-19 PANDEMIC**

Covid-19 has resulted in several changes to the program’s daily operations, including how UMOS centers operate. To continue providing in person services, UMOS implemented strictly enforced prevention strategies to allow for safe, onsite instruction. Strategies included, but were not limited to:

- Universal and correct use of masks
- Physical distancing
- Reduced classroom numbers and ratios
- Continuous cleaning and sanitizing
- Ongoing training on health and safety practices

- Virtual instruction
- Virtual Parent meetings
- Virtual Parent meetings
- Plexiglass Shield Barriers
- Virtual Home Visits
- Parents as Teachers
- Adapting or eliminating shared spaces or activities
- Screening for COVID symptoms
- Limited visitation for parents and outside visitors

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MIGRANT & SEASONAL HEAD START

READY. SET. GO.
UMOS MSHS/MEHS promotes school readiness by focusing on the individual child, the involvement of the family and community to support optimal early child development.

Our School Readiness also considers a child’s physical, social, emotional, and intellectual development. We focus on involving parents as their child’s first teacher. We collaborate on preparing children to be ready for school, and on 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) along with each state’s standards to establish school readiness goals and to develop curriculum planning and implementation. Our school readiness goals are age-appropriate and are 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 identified domains, we have implemented the Creative Curriculum which is aligned with Head Start Early Learning Outcomes Framework. We use the Teaching Strategies Gold (TSG) Assessment system to measure the knowledge, skills, and behaviors of children. TSG is proven to be valid and reliable; it is based on 38 objectives that include predictors of school success and is aligned with each state and the ELOF.

Data collected is aggregated and analyzed at the classroom and program level. Data gathered by teaching staff is reviewed, analyzed, and used to determine the next steps to individualize the curriculum and implement learning experiences that are responsive to each child’s strengths and needs. Assessment data is collected three times during the program year. The education team analyzes the data and look for areas of strengths and areas of need. Data collected is also used at the administrative level to drive decision making. Data driven decision making not only allows for a better understanding of our program needs, but helps with:
- Valuable insights
- Continual growth
- Improved program outcomes
- Optimized operations
- Prediction of future trends, and
- Actional insights

Assessment Results
UMOS established five School Readiness Goals for all children that are to be met by the time they leave our program.

1. **Perceptual, Motor, and Physical Development**
   - Children will demonstrate growth in self-concept, self-confidence, self-efficacy, self-regulation, and self-expression as well as secure attachments with adults and peers.
   - Children, through exploration and discovery, will develop reasoning, problem-solving, increased memory and emergent mathematical skills.
   - Preschool children will increase their skills as learners through emotional, behavioral, and cognitive self-regulation as well as developing innovation, curiosity, and creativity.
   - Preschool 3&4: Children will demonstrate increasing skill in both expressive and receptive language skills (For Dual Language Learners this will be inclusive of both home and acquired language).
   - Preschool 4&5: Children will demonstrate emerging writing skills.
   - Preschool 3&4: Children will demonstrate age-appropriate emerging math skills.
   - Preschool 4&5: Children will engage in scientific inquiries and display reasoning and problem-solving skills.
   - Preschool 3-5: Children will demonstrate increasing control and development of both gross and fine motor groups as well as demonstrating increasing interest and participation in safe and healthy choices.
   - Preschool 3-5: Children will demonstrate growth in self-concept, self-confidence, self-efficacy, self-regulation, and self-expression as well as secure attachments with adults and peers.

INFANT, TODDLER, PRESCHOOL

**Infant & Toddler**
- **Preschool 3&4**
- **Preschool 4&5**

**Children will demonstrate increasing skill in both expressive and receptive language skills (For Dual Language Learners this will be inclusive of both home and acquired language).**

**Children will demonstrate emerging writing skills.**

**Children will demonstrate age-appropriate emerging math skills.**

**Children will engage in scientific inquiries and display reasoning and problem-solving skills.**

**Children will demonstrate increasing control and development of both gross and fine motor groups as well as demonstrating increasing interest and participation in safe and healthy choices.**

**Children will demonstrate growth in self-concept, self-confidence, self-efficacy, self-regulation, and self-expression as well as secure attachments with adults and peers.**
Outcome Results

There were 397 children assessed during the 2020–2021 program year. Of the 397 children, 133 were infants and toddlers (Graph 1) and 264 were preschool (Graph 2).

Teachers used the Teaching Strategies Gold assessment instrument to gather information about children. The information collected helped teachers plan educational activities and create individual goals for each child based on TSG observations, interactions with the child, and information provided from parents. Graph 1 and 2 shows what percentage of children fell below expectations for their age or are meeting/exceeding expectations for their age.

Aggregated results for infant and toddler children (6 weeks to 2.11 years) reveal that more than 56% of children met or exceeded expectations in the six essential domains during the winter check point and more than 72% of children met and exceeded expectations in the six essential domains during the spring checkpoint. Graph 2 shows the percentage of preschool children ages three to five, falling below, meeting, or exceeding expectations in six of the essential domains. Based on the data, more than 68% of children met or exceeded expectations in the six essential winter checkpoint domains.

During the final checkpoint, more than 84% of children met or exceed expectations in the six essential domains. Even though COVID-19 greatly impacted education and learning, most of the children made learning gains above 10% or more in at least five out of the six domains.

Since 1980, the Migrant Child Care program (MCC) has operated throughout Wisconsin. Funded through the State of Wisconsin Department of Children and Families (DCF), the Migrant Child Care (MCC) program extends services for un-served migrant children ages six to twelve and provides additional services needed by families outside of the Head Start hours.

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 and provides educational experiences in a nurturing and safe environment. The MCC program provides the following additional services:

- Early: morning services
- Evening Hours: after MSHS
- Holiday: Childcare/4th of July, Labor Day
- Saturdays: Full-day services based on the family needs.
- Post: After the MSHS program has ended it provides post services to families after the MHSS program has ended.
- Provides 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 Division continues to receive state and federal program funding. Wisconsin received additional childcare funding of $548,000 which helps support and supplement our MSHS program and childcare services, quality improvement efforts and/or expansion of MSHS/MEHS enrollment for children who may be on the waiting list, or migrant children who no longer qualify for MSHS services.

Results of the Financial Audit Most Recent Review by the Secretary

UMOS submits Single Audit Reports to the Department of Health and Human Services. 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, 2020.

There were no federal reviews conducted in program Year 2020 – 2021. The last review conducted by the Administration of Children and Families was in 2019 at which time we received Focus Area 1 (FA1) which is an off-site review of data and documents. There were no areas of noncompliance.

The Focus Area 2 is scheduled to start on June 14–18, 2021.

UMOS 2020 ACTUAL BUDGET AND EXPENDITURES (April 1, 2020, to March 31, 2021)

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<th>UMOS</th>
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The budgetary expenses for Program Year 2020 are aligned with the proposed expenditures. Budgeted funds supported client services for staffing, medical, dental, follow-up activities, disabilities and mental health, transportation, facilities, and overall operational costs.

Final SF-425 is due 07/30/2021; 2020 Expenditures are not final.
Covid-19 was the major world-wide event in 2020. Only three of nine UMOS’ annual corporate and community events took place in 2020-2021: two virtually, one in-person. However, UMOS participated in two major COVID-19 events in 2020 and 2021.

**COVID-19 TESTING**
UMOS, in partnership with the City of Milwaukee Health Department, provided its 700-car parking lot space for a COVID-19 testing site. Over 115,000 residents were tested free of charge.

**COVID-19 VACCINE CLINIC**
UMOS, in partnership with Anthem BlueCross BlueShield, Walgreens and State Representative Sylvia Ortiz, provided free vaccinations to over 1,100 Milwaukee residents over a 2-day period in 2021.

**ANNUAL CORPORATION AWARDS LUNCHEON/55TH ANNIVERSARY**
The award presentations and 55th anniversary events were celebrated virtually, with appearances from Governor Tony Evers, U.S. Senator Tammy Baldwin, Lt. Governor Mandela Barnes, Former Speaker of the House Paul Ryan, and Mayor Tom Barrett.

Corporate Award Recipients included: Advocate Aurora Health, Corporate Employer of the Year, Gruber Law Offices, Corporate Sponsor of the Year and Rita Saavedra, Corporate Citizen of the Year.

**HISPANIC AWARDS BANQUET**
UMOS announced, virtually, its 2020 Hispanics of the Year Award Recipients: Aliah Duckworth, Hispanic Youth of the Year, Norma Duckworth, Hispanic Woman of the Year, Jesus Salas, Hispanic Man of the Year, and the Duckworth Family as the 2020 Family of the Year.

**BREAKFAST WITH SANTA**
Breakfast with Santa was conducted as a pick-up and go drive-through event. Over 2,500 gifts were distributed.

**INTERFAITH LUNCHEON**
This event was held virtually, featuring special guest speaker Wisconsin Attorney General Josh Kaul.
UMOS is the largest nonprofit workforce development contractor with the State of Wisconsin. The Workforce Development Division, consist of Wisconsin Works (W-2) Transitional Jobs, Transform Milwaukee Jobs Program, TechHire and the National Farmworker Jobs Program.
UMOS JOB CENTER: ESSENTIAL WORK CONTINUED

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

In a “normal” year, 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 75%.

However, UMOS revised its program and services delivery methods so all those who needed services, received services.

TECHHIRE: MOVING STUDENTS TOWARD SUCCESS

Higher levels of skills will be needed to enter the ever emerging and expanding technology field, and for those seeking continued remote work opportunities. The UMOS TechHire department provides accelerated technology-based training in web development, and Computer Numerical Control (CNC). TechHire has served over 450 participants.

ON THE MOVE to One Workforce

UMOS received a $3.9 million grant to transition TechHire to the One Workforce Training program with expanded online training offerings for Wisconsin adult residents. One Workforce programming will include:

• 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.

ON THE MOVE with Wisconsin Employers

TechHire, based on employer needs, will expand its customized training programming to assist in meeting industry demands for a skilled technology workforce. Expansion training areas will include Computer Numerical Control (CNC) programming, Medical Coding, Cybersecurity, Data Analysis, Network Engineering, Six Sigma, ACH Processing and Web/Software Application.

ON THE MOVE with Best Practice Models

UMOS, in partnership with the Wisconsin Department of Corrections, Milwaukee County House of Corrections, Milwaukee Area Technical College, local advanced manufacturing employers, and the College of Menominee Nation, identified the accelerated CNC training and employment placement approach as a promising reentry practice model for participants who are currently incarcerated.

Prior to release from incarceration, participants are pre-screened, selected and moved through accelerated training with leading industry recognized certifications, resulting in immediate employment opportunities upon graduation. Wrap-around and post-graduation services are also provided, such as expungement, coaching, childcare assistance, driver’s license recovery, housing resource support, resume development and soft skills training. UMOS had an 80% success rate of employment with wages ranging from $16.00-$21.00 per hour.

For more information call: 414-389-6500

FUNDING SOURCE

US Department of Labor/Employment & Training Administration
Fiscal year 2020-2021 posed many challenges for UMOS W-2 participants due to COVID-19. Many of our W-2 parents needed to be at home helping their children with virtual schooling.

However, the governor of Wisconsin deemed the W-2 program an essential service to the community despite the “stay at home” COVID-19 emergency order.

UMOS W-2 staff had to adapt and adjust to new ways of communicating with participants. When possible, participant applications and other documents were completed online. For those not able to complete applications and documents online, computers and copiers were made available in the lobby of the job center. Signs and floor stickers helped to maintain social distancing.

Personal Protective Equipment was made available. Plexiglass was placed at all workstations for added safety.

Despite the added Covid-19 obstacles UMOS staff served 1,311 W-2 participants, placing 278 in employment. To date, 70% have remained on the job for 90 days or more, earning up to $16.40/hr.

UMOS remained the only nonprofit corporation that is contracted to operate the W-2 program in Milwaukee, Wisconsin and continues to be the state’s largest nonprofit workforce development contractor. Other W-2 contractors are larger, for-profit corporations.

UMOS W-2 program continued to build on the current strengths and skills of job seekers while exploring enhancement options. UMOS staff continued to provide services that are strength-based, family-centered, employer focused, yet consistent with job seekers’ interests and goals.

For more information call 414-389-6600.

**FUNDING SOURCE**

Wisconsin Department of Children and Families

**MOVING AHEAD WITH JOSEPH RIVERA**

Joseph Rivera is a single father of a twelve-year-old son with disabilities and an eight-year-old daughter. Joseph had been enrolled in the W-2 program since July of 2020, due to termination of employment caused by the COVID-19 pandemic.

During the initial meeting with his Financial and Employment Planner (FEP), it was determined that the Community Service Job (CSJ) placement was appropriate for Joseph, due to his strong work history and experience in the general labor fields, as well as his commitment to expanding his work skills. Joseph agreed to participate in a career assessment. He had an interest in obtaining a Commercial Driver’s License (CDL) for semi-truck driving.

In October 2020, Joseph was approved for CDL training. In December 2020, Joseph was officially accepted into CDL training. In February 2021 Joseph completed his training with Badger CDL and obtained his CDL certification.

In March 2021, Joseph secured a full-time job, with Greco and Sons Inc., earning $1,000.00 per week as a local truck driver. UMOS also assisted Joseph in obtaining childcare for his two children.

Because of hard work, persistence, and the desire to provide for his children, Joseph Rivera is now “on the move” to a brighter future.
TRANSITIONAL JOBS PROGRAM

The Transitional Jobs/Transform Milwaukee Jobs Programs (TJ) are successful worker-training programs that create a sustainable pathway to employment for individuals who are often hard to employ, including many who were previously incarcerated. TJ participants receive valuable work experience while developing a work history. The program benefits job seekers and employers.

UMOS has been contracted by the state of Wisconsin to help administer the Transitional Jobs and Transform Milwaukee Jobs since the programs’ inception. UMOS matches TJ participants with employers and has seen first-hand how life changing the TJ program can be.

Participants are allowed to remain in the program for 1,040 hours – which is six months of full-time work. Employee wages are paid by UMOS while in the program. This unique workforce development strategy has proven to help those hardest to place in employment make successful and lasting connections to the workplace.

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TRANSITIONAL JOBS/TRANSFORM MILWAUKEE JOBS PROGRAM: TRANSITIONING FROM UNEMPLOYED TO EMPLOYED

The beginning of 2020 started great. COVID-19 almost brought the program to a halt. However, UMOS staff made the necessary adjustments to accommodate job seekers, employers, and the TMJ partner agencies regarding enrollments and placements, while adhering to state and county COVID-19 health and safety mandates. UMOS staff stepped up to make the 2020 TMJ program a success.

In 2020, 540 participants were placed in subsidized employment, 210 in unsubsidized employment, with 136 participants completing 60 days of unsubsidized retention. Wages ranged from $7.25/hr. to $22.15/hr.

For more information: 414-389-6600

FUNDING SOURCE
Wisconsin Department of Children and Families
WORKFORCE

CHILDCARE DROP OFF CENTER
The childcare drop-off center, located within the UMOS Job Center, provides convenient childcare services to W-2 parents while in the job center attending classes, applying online for jobs or meeting with their Financial and Employment Planner. The drop off center allows parents to focus on their immediate needs while in the job center.
Because of COVID-19 the drop off center was closed from March 2020 to May 2021.
For more information call 414-389-6600.

ADULT BASIC EDUCATION
Despite COVID-19, The UMOS Adult Basic Education Department remained competitive in the state. The UMOS Pearson Vue GED Test Center ranked 9th among 129 testing centers in Wisconsin based on total exams delivered.
In 2020, UMOS delivered 379 GED and professional tests.
UMOS continued to provide 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.
For more information call 414-389-6600.

TRIBUTE TO TONY TSAI
Tony Tsai, Manager of the GED/Adult Basic Education Department, retired in 2020 after almost 28 years of service at UMOS.
He was chosen by his peers as the UMOS Employee of the Year in 2006.
Tony Tsai (r) receives his UMOS Employee “25 Years of Service” award.

COMPREHENSIVE CRISIS RELIEF: PROVIDING RELIEF IN CRISIS SITUATIONS
UMOS continued to provide Comprehensive Crisis Relief (CCR) to migrant and seasonal farmworkers in Wisconsin.
In 2020, UMOS staff assisted more than 1,300 farmworkers, exceeding their service goal by 166%.
Farmworkers and their families received food, gas, and lodging vouchers meeting their most basic needs at a time when high numbers of jobs were lost, and the employment outlook was grim.
For more information call 414-385-6850

FUNDING SOURCE
Wisconsin Department of Children and Families through the Community Services Block Grant (CSBG) & CARES Act

The National Farmworker Jobs Program (NFJP) provides funding to help Migrant and Seasonal Farmworkers 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.
UMOS operates the National Farmworker Jobs Program state-wide in Wisconsin, Missouri and now Illinois.
In August 2020, UMOS was awarded the NFJP contract in Illinois allowing the agency to build better futures in a new state service territory. UMOS successfully ramped up its Illinois operations, increased the NFJP’s visibility, and established strong workforce system partnerships throughout that state.
UMOS staff continued to coordinate career services and enrolled nearly 400 participants across all three states combined and met or exceeded its NFJP 2nd and 4th quarter employment and educational performance targets.
Through the short-term Farmworker Protection Program, which was funded by a generous anonymous donor, along with corporate and foundation support, UMOS provided direct cash assistance to cover essential agricultural workers in Wisconsin, Kansas, Missouri, Indiana, Iowa, Illinois, Texas, and Florida, as well as 78,000 masks and other personal protective equipment.
For more information call 414-389-6600 or 1-800-279-UMOS.

NFJP SHORT TAKE
Calem G., a senior at Tomahawk High School, worked seasonally shearing Christmas trees on a farm in Wisconsin. He needed funding assistance to pursue Heavy Equipment and Commercial Driver License (CDL) training.
Calem completed an “interest inventory” assessment which confirmed compatibility with his chosen field.
The National Farmworker Jobs Program funded tuition, lodging and a weekly stipend. After completing the program, Calem was hired as a truck driver at $17.59/hr., plus benefits.

MOVING AHEAD WITH BERENICE VAZQUEZ
Berenice Vazquez is a Dreamer! Born in Mexico, Berenice completed elementary and high school in the U.S., the only home she knows.
After graduation, Berenice worked at Meadow Lark Dairy while enrolled in the North Wisconsin Technical College (NWTC) Medical Assistant Program.
Berenice inquired about the National Farmworker Jobs Program (NFJP), NFJP staff helped Berenice develop her Initial Employability Development Plan.
Because Berenice was a Deferred Action for Childhood Arrivals (DACA) student, she was not eligible to apply for Federal Student Aid, limiting her ability to pay for tuition and books.
NFJP fully funded her one-year Medical Assistant Program totaling $6,331 for tuition, books, and weekly stipends. Berenice graduated as a Medical Assistant and was hired in the Pediatrics Department at North Wisconsin Technical College.
Berenice enrolled in the Registered Nurse Program at NWTC as she is determined to make her dreams come true.

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The UMOS’ Social Services Division is a wrap-around component that complements other UMOS divisions and programs by removing barriers that impede the quality of life for the individuals and families in the neighborhoods where we serve.

The Social Services division is comprised of 10 program components: UMOS Latina Resource Center’s domestic violence, sexual assault, and human trafficking supportive services, Health Promotions’ HIV Testing, Prevention and Counseling, Syringe Exchange, and the Hispanic Tobacco Prevention Network (HTPN) of Wisconsin, Farm Labor Housing, Home Energy Assistance, Food Pantry and the UMOS Community Learning Center.
PROGRAM HIGHLIGHTS

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

Family & Youth Services
- 100 children were provided with resources and services through Mi Arco Iris Children who witnessed domestic violence
- 168 survivors completed the Adult & Children Together parenting program
- 269 middle school youth completed Safe Dates: Teen Dating Violence Prevention Program

Human Trafficking Program & Services
- Trained 422 law-enforcement, social workers, medical providers, and youth workers on human trafficking
- Reached 670 people reached through outreach activities
- Connected 19,200 people to the strategic Look Beneath the Surface Anti-Human Trafficking Public Awareness Campaign
- Provided Human Trafficking Training in 15 Wisconsin cities
- Screened 100 potential victims of labor and/or sex trafficking
- Provided 50 identified victims of human trafficking with comprehensive advocacy services through the Wisconsin Regional Anti-Trafficking Program

For more information call 414-389-6500

FUNDING SOURCES
End Abuse, Wisconsin
United Way of Greater Milwaukee & Waukesha County
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-Enhanced Collaborative Model to Combat Human Trafficking-Sub-grantee
U.S. Department of Justice-Direct Services for Victims of Trafficking
Wisconsin Department of Children & Families

A PERSONAL STORY

Four teenage foreign-born nationals from South America dreamed of coming to the U.S. to become professional sports athletes. They were recruited and led to believe they would get an opportunity to be seen by professional league sports scouts and teams. However, while in the U.S., they were forced to live in an overcrowded apartment with similar hopeful players from other countries. They were forced to work at the facility where they trained. They were forced to work outside of the facility with false identity documents. They spent many hungry nights in that crowded apartment. The teenage boys were kept in a constant state of fear through threats of deportation and or calling the police. They felt hopeless. But the teenagers wanted the opportunity to play professional sports so they could help support their families. Eventually, they escaped their exploitive situation and connected with UMOS.

UMOS staff informed them of their rights and connected them with immigration and victim’s rights representation. UMOS also provided them with basic essentials, rent assistance, and continued accompaniment during their law enforcement reporting.

The UMOS Latina Resource Center staff continued to provide on-going support during the criminal justice system process.

Nedda Avila, long-time domestic violence community advocate, community leader and UMOS board member, stands in front of Adden’s Haven inside the UMOS Latina Resource Center. Adden’s Haven (Nedda spelled backwards) was dedicated in honor of Nedda. Adden’s Haven is an “entrance to healing” for victims and survivors of domestic violence.
UMOS and Vieu School, in partnership with the Milwaukee, Wisconsin Public Schools Recreation Department, offered academic and technological support to students virtually due to COVID-19 school closings. Support was provided to 35 students, 26 families, and 13 Vieu school teachers.

**PROGRAM HIGHLIGHTS**

- Partnered with Big Brothers/Big Sisters to provide mentorship program to 24 participants.
- Created new partnership with the Optimist Club of Milwaukee to provide Christmas gifts to 67 kids through the Annual UMOS Breakfast with Santa event.
- 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 in conjunction with the Milwaukee Trauma Sensitive District training and social/emotional development assessment program.
- Provided Family Literacy and Support Nights for kids and parents.

For more information call 414-389-6600

**FUNDING SOURCE**

Wisconsin Department of Public Instruction

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COVID-19 created food insecurity anxiety for many Milwaukee families. During the height of the pandemic, food requests increased 177%. Through the generous support of the Milwaukee corporate community, UMOS was able to meet the needs of the community.

**PROGRAM HIGHLIGHTS**

- Total clients served: 12,938
- Household/families served: 4,725
- Pounds of food distributed: 719,806

For more information call 414-389-6600

**FUNDING SOURCES**

- Feeding America
- Food for the Hunger Inc. Community Donations
- Sam’s Club-Franklin
- Hunger Task Force
- Mercy Hill Church
- St John Paul
- UMOS Staff
- LULAC
- Klement’s Sausage Co., Inc.
- Target
- Walmart
- Bread Smith
- Meijer
- Emergency Food & Shelter (EFSP) Program
- Pepperidge Farm
- Holy Assumption Parish
- Basilica of St. Joseph Catholic Church

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Klement’s Sausage Co., Inc., a corporate supporter, donated 2,500 pounds of sausage to the UMOS Food Pantry.
UMOS’ Farm Labor Housing services is comprised of three interconnected components: Temporary and Permanent Housing, Housing Education, and Housing Development Technical Assistance.

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. The centers provided clean, safe shelter for more than 100 adults and children.

UMOS also operated two permanent, year-round housing centers consisting of 28 units. Full capacity was maintained serving more than 70 individuals and family members.

Numerous upgrades to both temporary and permanent housing centers were made to ensure safe and healthy living environments for tenants. All UMOS housing centers passed building and safety inspections.

For housing information call 920-410-7789 (Wisconsin) 507-528-9980 (Minnesota)

HOUSING EDUCATION
UMOS’ National Farmworker Jobs Program (NFJP) personnel, in coordination with the NFJP providers in Indiana, Iowa, Kansas, and Nebraska, conducted in-person RentSmart and Home Ownership educational sessions and distributed Fair Housing information to hundreds of farmworkers. With the onset of COVID-19, these in-person sessions were halted to protect the health and safety of UMOS staff and participants. However, the sessions resumed in early 2021. Farmworkers who participated in the sessions received a $75 voucher upon completion.

For more information, call 414-389-6203

HOUSING DEVELOPMENT TECHNICAL ASSISTANCE
Housing Development Technical Assistance is offered throughout an 8-state Midwest Housing Consortium. UMOS’ Residential Development Manager works with nonprofit development partners in Wisconsin, Missouri, Minnesota, Iowa, Illinois, Indiana, Nebraska, and Kansas to move affordable farm labor housing projects forward or to explore opportunities for new development projects. Over the past year, UMOS staff assisted a Wisconsin group develop 32 units of farm labor housing in the southwest part of the state and assisted a Minnesota nonprofit receive USDA funds to upgrade 24 farm labor housing units.

For more information, call 414-791-4518

FUNDING SOURCES
U.S. Department of Agriculture (USDA) Rural Housing Development
U.S. Department of Labor National Farmworker Jobs Program (NFJP) Housing Grant.

“Early technical assistance and financial support has been vital to Three Rivers’ ability to develop and preserve needed affordable housing in rural, agriculture-driven communities. The competition for state and federal resources is intense. Assistance from UMOS helps level the playing field to give smaller communities a fighting chance to preserve and grow housing for the local workforce.”

—Christopher Flood
Three Rivers CAP of Southeastern Minnesota
HOME ENERGY ASSISTANCE

STAYING CONNECTED

Everyone deserves to be warm during cold Wisconsin winters and connected to utility services during summer months. The Wisconsin Home Energy Assistance Program (WHEAP) helps residents stay connected even when individuals and families might be struggling to pay their energy bills. To keep the lights on, UMOS staff assisted in facilitating client payment plans as a proactive approach versus a reactive approach.

In addition, UMOS staff in Milwaukee and Kenosha County also provided 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, saving energy and keeping costs down.

**Milwaukee County**
UMOS processed 48% of Milwaukee County energy assistance applications in 2020 and 42% of paid applications, the highest among Milwaukee County home energy assistance providers.

**Community Events**
COVID-19 caused the cancellation of community outreach events. However, a drive-through Weatherization Day event was conducted with giveaways, including weatherization kits, lightbulbs, and informational flyers.

For more information call 414-389-6600

**FUNDING SOURCES**
Milwaukee County Department of Health and Human Services
Wisconsin State Division of Energy, Housing and Community Resources
We Energies

**Kenosha County**
UMOS processed 6,116 paid applications in 2020, an 8.5% increase over the previous year. Benefits totaled $3,018,427. UMOS staff also provided crisis assistance services to 1,015 households. Benefits totaled $305,911.

**Community Events**
UMOS staff usually hosts a twice a year Multi-Agency Community Resource Fair with over 100 clients in attendance. UMOS staff look forward to hosting this and other events when it is safe after the COVID-19 pandemic.

For more information call 262-657-2170

**FUNDING SOURCES**
Kenosha County
Low Income Home Energy Assistance Program (LIHEAP)
Public Benefits- Energy Assistance Program

HEALTH PROMOTIONS

NOTHING IS MORE IMPORTANT THAN ONE’S HEALTH

The UMOS Health Promotions Department consists of education and health related counseling and treatment referral services. There are three program components: tobacco prevention, HIV testing and case management, and syringe exchange programs.

**Tobacco Prevention Program**
The newly renamed Hispanic Tobacco Prevention Network (HTPN) of Wisconsin increased the number of network members by 40% while converting to a virtual world during the COVID-19 pandemic.

UMOS was the lead tobacco prevention advocate agency to reach the Wisconsin Hispanic community. UMOS, along with the HTPN coalition members, continued to work to eliminate health inequities and address health disparities.

**Syringe Exchange Program**
UMOS Health Promotions staff strive to promote and improve the use of evidence-based approaches to prevention, intervention and referral to treatments by through rapid HIV testing, syringe exchange services, condom distribution, NARCAN training and distribution, wound care, education on HIV/Hepatitis C, overdose prevention and on-site treatment referrals.

**PROGRAM HIGHLIGHTS**
- Used evidence-based strategies to decrease youth access to tobacco products
- Placed an ad in El Conquistador, a Milwaukee, Wisconsin based newspaper, to educate and raise awareness among the Hispanic community on the dangers of cigarette smoking, second-hand smoke, and e-cigarettes.
- Provided education and training to over 500 tobacco retailers to help them avoid fines and keep up-to-date on current federal and state rules and regulations regarding the sale of tobacco products.
- Approved by the Wisconsin Department of Health Services to start a Rapid Hepatitis C testing program.
- Provided 82 in-office syringe exchanges and 49 syringe exchanges during street outreach.
- Distributed 25,850 clean syringes to community members and retrieved 40,610 used syringes, that may have been unsafely discarded.
- Provided HIV testing to 165 high risk individuals, exceeding projections by 26%.
- Provided 24 educational sessions and distributed 210 “Sharps” needle recovery containers.
- Referred 15 people to an ODPA treatment facility of their choice.

For more information call (414) 389-6503

**FUNDING SOURCE**
Wisconsin Department of Health Services, Wisconsin Tobacco Prevention and Control Program.
Wisconsin Department of Health Services-HIV Division
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2020-2021 GRANT EXPENDITURES

- HOMELESS/SHELTER/FOOD PROGRAMS: $1,887,704
- COMMUNITY BASED PROGRAMS: $5,334,676
- CHILD EDUCATION: $15,546,132
- AIDS PROGRAMS: $106,190
- HOUSING PROJECTS: $913,615
- EMPLOYMENT AND TRAINING: $18,661,930
- TOTAL GRANT EXPENDITURES: $42,450,247

AS OF JUNE, 2020 – MAY, 2021