

Wisconsin Fast Forward

Final Report 2019 Quarter 2

Project Overview

Correspondence ID :	FF184EL23582		
Applicant :	SOFTEC Education, Inc		
Project Name :	SOFTEC Virtual Reality Heavy Equipment CAT Simulator Training		
Contracted award Amount :	60401	Expected match per contract :	60462
Total number of trainees per contract :	8	Number of trainees with post-training outcome data entered in database / Total trainees entered in database :	10/10
Project Start Date :	03/25/2019	Project End Date :	05/31/2019
Report Date :	06/03/2019		
Total number of people trained under program for reporting quarter :	9		
Total number of people trained under program to date :	9		
Have you entered the trainee data for the above total people trained into the database ? :	Yes		

Final Report Checklist for Grant Management

1.	We have submitted requests for reimbursement for all expenditures incurred related to this grant as well as documentation for the match expenses.	Agree
	a.) We received more than \$500,000 in total FEDERAL funding in one business fiscal year that included this grant and have provided a copy of our state single audit(s) to the Department of Workforce Development.	a.) Not Applicable Date(s) submitted:
	OR	
2.	b.) We received more than \$250,000 in one grant round of Wisconsin Fast Forward funding that included this grant and have provided a copy of our independently conducted Project Audit to the Office of Skills Development. (As required by our signed contract.)	b.) Not Applicable Date(s) submitted:
	OR	
	c.) We did not meet the criteria for 2a. or 2b. and therefore no independent audit was required.	c.) Agree
3.	We have entered all Trainee Data for all trainees who were trained under this grant in the WFF online data system.	Agree
4.	a.) We received funds through this grant to pay for curriculum development and have provided a copy of this curriculum to the state.	a.) Not Applicable Date submitted: Comments:
	OR	
	b.) We did not receive any funds through this grant to pay for curriculum development.	b.) Agree
5.	With the submission of this report, we have completed all required reports related to this grant and request the submission of the retainage reimbursement request on our behalf.	Agree

Project Timeline

Activities

Select type of Activity : Trainee Recruitment

Projected Start Date : 12/06/2018 Projected End Date : 06/30/2019
 Actual Start Date : 12/07/2018 Actual End Date : 05/31/2019

Overall Comments About the Activity :

SOFTEC held 7 bi-weekly meetings with Workforce Resource and introduced approximately 35 people to the Simulators and our trainings. SOFTEC distributed flyers and brochures around the counties and at each event we participated in - off site and on site, as well as put on our webpage. We worked with Workforce Resource of Burnett, Polk, Washburn, and Sawyer Counties to recruit trainees. We also recruited from St. Croix Tribal and LCO Tribal communities. We advertised locally in schools and newspapers, and presented to Burnett County Board. SOFTEC also set up at 5 Job Fairs in Burnett and Polk Counties. We received 4 referrals from St. Croix Tribal, including 2 from their Aftercare Program, 2 from Washburn County, 1 from Webster High School, and he referred his older brother, and 1 from Burnett County Workforce Resource Center.

Select type of Activity : Training Course

Projected Start Date : 12/06/2018 Projected End Date : 06/30/2019
 Actual Start Date : 12/07/2018 Actual End Date : 05/31/2019

Course Title : SOFTEC Virtual Reality Equipment CAT Simulator

Number of Trainees at Beginning of Course : 9

Number of Trainees at Conclusion of Course : 9

Selected Occupations :

Overall Comments About the Activity :

Two trainees had previous experience with heavy equipment with outdated hydraulic controls. Three trainees had no experience with heavy equipment, and two are certified in fork lift experience. Two trainees had limited skid steer experience. Our course introduced a new technology of electro-hydraulic operating systems. Each trainee currently has 75-105 hours of classroom training, including 36 hands-on simulator hours. The first week of training included job site safety, equipment knowledge, and introduction and equipment limitations (center of balance). The second week of training focused on introduction to methodology and basic operation of the electro-hydraulic operating systems. The rest of the second week was focused on refinement of basic skills and techniques. The third week we covered job site assessment and communication. At the end of this week each trainee was assessed to determine their skill level and progress on benchmarks in multiple training modules. Each trainee has engaged in approximately 36 hours of 1:1 training with Industry Certified Trainers. At the end of each week trainees were given extensive handwritten tests on what was covered during the week. Group discussions and group and individual assessments followed. One Local 49 MN 2 year apprentice met with the group and performed the same skills testing, which increased confidence in our trainees. We also invited a Local 139 WI Operating Engineer (30+ years of experience) to meet with trainees and review job site safety, site assessment and equipment operation as a life skill and career path. He also performed the same skills assessment test to show our trainees they are attaining real skills related heavy equipment.

Total Number of Trainees Trained by the Project

Type of Trainees	Number in Database	Failed / Withdrawn / Unknown	Number / Percent Completed	Number / Percent Employed	Average Wage	Number / Percent w/ Wage Increase	Avg Wage Increase	Number / Percent improved to Permanent	Number / Percent improved to Full-Time	Placements
Unemployed	8	- / 1 / -	7 / 87.5%	6 / 85.71%	\$19.25	- / -	-	- / -	- / -	6
Underemployed	2	- / - / -	2 / 100%	2 / 100%	\$24.33	2 / 100%	\$15.33	1 / 100%	- / -	2
Incumbent - Existing	-	- / - / -	- / -	-	-	- / -	-	- / -	- / -	-
Incumbent - New Hire	-	- / - / -	- / -	-	-	- / -	-	- / -	- / -	-

Reason(s) that individual(s) trained were not hired or incumbent workers were not given a wage increase :
 1 trainee has multiple applications pending and is waiting for her children to finish school this year. All trainees were unemployed at the time of starting this training.

Project Updates

Please provide a summary of the project, including project milestones and a comparison of anticipated to actual results and the reason for the difference :

We trained 2 more trainees than stated in our proposal, with 9 out of the 10 successfully completing the training. We provided more time on the simulators to improve their skills. We brought in multiple industry leaders and mentors to observe their operation skills. Our outcomes in the trainees' skill operations were much higher than anticipated; they exceeded the skill levels that the industry leaders expected. This training proved to industry leaders that this simulator training is an efficient and effective training model, with 3 days on the simulator providing more than the equivalent of 1 month on actual equipment. The placement outcomes exceeded our hopes because within 3 business days after completing this training, 5 out of the 9 were offered full time permanent employment positions with excellent benefits.

Please describe the challenges encountered during this project :

The weather impacted our ability to go off site to get hands on time on actual equipment. Once the weather improved it was late in the season and many of the industries had less time to allow trainees off site training. To overcome this challenge, participants spent more time on the simulators and we brought the mentors and industry leaders to our onsite training.

Did your project run according to schedule? : No

If 'No', please explain why :

The weather had an impact on the training with late season snows resulting in training days being cancelled. The training was spread out over a longer time period.

Please describe specific outcomes and advantages of the training provided for business(es) involved :

The Simulator training accelerated the training curve (3 days on the simulator provided equivalent experience of 1 month of training on actual equipment). Within 11 days of the training ending, 8 of the 9 graduates were hired in full-time positions, demonstrating the advantage of this 5-6 week training model.

Please provide a summary of skills obtained by the trainees during the project :

All 9 trainees received training on: safety of operations and construction site; site assessments; proficiency in heavy equipment operations which increases the productivity of each trainee operator; efficiency in heavy equipment skill operations which saves fuel costs and reduces breakdown of equipment; and awareness of construction site etiquette.

Name :	Tim DJock	Signature(initials) :	TD
Title :	SOFTEC Executive Director	Date:	06/03/2019