

LABOR FACT SHEET

LABOR DEVELOPMENT PROGRAM (TrANS)

1. Who are WisDOT's Labor Development Program Service Providers

- WRTP/Big Step, Milwaukee, WI
- Forward Service Corporation, Mole Lake, WI
- College of Menominee Nation, Green Bay, WI
- YWCA of Madison, Madison, WI
- First Choice Pre-Apprenticeship Training, Racine & Kenosha, WI

2. Who could be a new hire?

- A TrANS Graduate
- A new and unskilled construction worker
- A laid off construction worker hired by a different company
- Anybody who never worked for that contractor

3. What affects actual new hires for the Project?

- Employer's existing workforce and skill level
- Employers overall workload
- Type/Categories of work
- Location of work

4. What are the enforceable labor participation goals?

Labor goals are mandated by federal regulations through the US Department of Labor and Executive Order 11246. The goals are 6.9% for female nationwide. Minority percentage goals vary by county. I 39/90 Verona Road counties:

- Dane 2.2%
- Rock 3.1%

Labor goals are enforceable on the workforce resulting from the project, not the employers existing workforce.

5. What are the criteria for acceptance in the Labor Development Program (TrANS)?

- 18 years of age or older
- Valid drivers license (or acceptance into the Driver's License Recovery program)
- Reliable personal transportation
- Math & reading competencies above the 6th grade level (TABE test results)
- Ability to: pass a drug & alcohol screen, lift 50 lbs consistently, and work in extreme weather conditions, work 40 – 60 hrs per week including weekends, alternate shifts and various locations.

6. What is the Labor Development Screening Process?

Orientation – Screening – Assessment – Training – Job Referral

7. Who conducts orientation and when?

The Labor Development Program provider in your area determines who conducts orientations and when.

8. How many classes will be conducted per year? What is the class size?

The number of classes is determined based on need and the established program budget. The optimal class size does not exceed 15.

9. Is a Labor Development Program graduate "guaranteed" a job?

No, graduates become a part of a hiring pool. Employers determine whom to hire.

10. What is the existing pool for new hires on the I 39/90 Verona Road Corridor Project?

The Labor Development Program provider will develop a pool of graduates comprised of previous and current TrANS Graduates.

11. Are WisDOT projects all union jobs at union wages?

WisDOT projects are not designated union nor non-union; therefore, the prevailing wage rates are applied and enforced by WisDOT.

12. How does the Labor Development Program benefit the contractor?

- Contractors have access to a pre-screened, job ready pool of candidates
- WisDOT projects may contain a provision that will pay a contractor:
 - \$5 per hour for up to two years for hiring a Labor Development program graduate
 - \$5 per hour for the entire apprenticeship of a graduate of the Labor Development Program hired as an apprentice.

13. What if I don't want to be involved in the TrANS program but I would like to have my driver's license recovered?

Because the Driver's License Recovery Program is specific to the TrANS labor development program for the I 39/90 Verona Road Corridor project, only those individuals that qualify for TrANS training, with the desire to begin a career in road construction on this project, will be accepted into this program. All others should seek assistance from community-based organizations in their area.

14. What are the projected new hires for the Mega Project?

New hires are calculated as potential additional workforce resulting from the project. The numbers are calculated by the following:

- Project Cost
- Project Design
- Existing related construction workforce statistics
- Average annual work hours

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