



Rock County Stakeholder Advisory Committee

Thursday; April 2, 2015; 4 – 5:35 p.m.
Community Action Inc.

Meeting Summary

Attendees (12):

Greg Boysen, Public Works Director, City of Beloit
Michele Carter, DBE Program Chief, WisDOT (Teleconference)
Sheila De Forest, Beloit City Councilor
Vincent Fisher, OBOEC - Equal Opportunity Specialist, WisDOT
Alicia Griffin, I-39/90 DBE Outreach Coordinator – Rock County, Serendipity Communications
Julie Harkinson, I-39/90 Sr. Equal Rights Officer, Harkinson Consulting LLC
Tracy Jallah, Apprenticeship Training Representative - Madison South, DWD (Teleconference)
Sue Jersild, Contracts Manager, Rock Road Companies, Inc.
Lynn Jones, Deputy Director, Community Action Inc.
Jennifer Marks, I-39/90 TrANS Provider, Forward Service Corporation (Teleconference)
Wanda Sloan, Diversity & Training Specialist, Blackhawk Technical College
Randy Terronez, Assistant to County Administrator, Rock County

Agenda Item: Welcome and Introductions

Action: None

Presenter: Vincent Fisher, WisDOT, OBOEC, Equal Opportunity Specialist

February 5th Rock County Stakeholder Advisory Committee Meeting Summary was distributed to and reviewed by stakeholders. No comments or requests for changes to the Meeting Summary were made.

Agenda Item: Department of Workforce Development (DWD) Apprenticeship Report Statistics

Presenter: Vincent Fisher, WisDOT, OBOEC, Equal Opportunity Specialist

Actions:

1. Sheila De Forest requested that WisDOT provide Apprenticeship Report Statistics from the onset of the I-39/90 project. Alicia Griffin was charged by Michele Carter with determining the baseline in order to establish the correct starting point.
2. The I-39/90 TrANS Provider (Jennifer Marks, Forward Service Corporation) will be providing a monthly report to the Rock County Stakeholder Advisory Committee that indicates when a contractor on the I-39/90 project hires a TrANS graduate as a journeyman.



3. The I-39/90 TrANS provider (Jennifer Marks, Forward Service Corporation) will work with the selected primary contractor on three of the I-39/90 Projects (Sue Jersild, Contracts Manager, Rock Road Companies, Inc.) to compile Workforce Utilization Stats with Rock Road Companies and all of their sub-contractors.

Discussion:

Michele Carter gave an overview of the Southwest Area Construction Apprenticeship Snapshot Report for Zip Codes in Rock County for the period as of March 1, 2015. The overview included the following summary:

Female Apprentices:

- There were a total of 5 female apprentices in the highway construction trade occupations.
- There were no minority female apprentices in the highway construction trade occupations.

The Apprenticeship Trades that are working on the I-39/90 Project include (e.g., the first four show the trades where the majority of the workers are employed):

1. Operating Engineers
2. Construction Craft Laborers
3. Construction Electricians
4. Iron Workers
5. Concrete Masons
6. Concrete Finishers
7. Construction Carpenters
8. Bricklayers
9. Painter and Decorators (Bridge Painters)
10. Plumber (Pipe Fitters)

Sue Jersild, Rock Road Companies, indicated that laborers often aren't brought in as apprentices; but, as full journeymen. Michele Carter indicated that if a TrANS graduate makes it to a journeyman status, it can be counted as a major success. It means that the individual has the flexibility of moving around in the industry.

Sheila DeForest requested that the Rock County Stakeholder Advisory Committee Members be given information about when an employer hires a TrANS graduate as a journeyman. Michele Carter indicated that the TrANS provider will have that information and will include that in their monthly report to the Rock County Stakeholder Advisory Committee.

Lynn Jones, Community Action, asked when the Workforce Utilization Reports are generated. Michele Carter indicated that the reports are generated 2-3 weeks behind the project.



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Agenda Item: Workforce Opportunity Session held on April 1, 2015

Presenter: Vincent Fisher, WisDOT, OBOEC, Equal Opportunity Specialist

Action:

1. Jennifer Marks, Forward Service, will implement a method of distributing electronic versions of TrANS graduates' resumes to contractors.
2. WisDOT's OBOEC Office creating an informal assessment sheet that can be given to the contractor's human resources staff.
3. WisDOT's OBOEC Office creating a feedback sheet where contractors can be asked who does the hiring at the company.

Discussion:

Three TrANS graduates attended the Workforce Opportunity Session. Two were graduates of the Beloit class and one was a recent graduate of the Madison class. Also in attendance were 10 contractors and 17 representatives. As part of the Workforce Opportunity Session, WisDOT and Forward Service Corporation pitched the TrANS program to those in attendance. The contractors and representatives pitched their firms to the TrANS graduates who were then able to deliver elevator speeches highlighting themselves and their abilities.

The next event will be held on April 10th at Community Action. This meeting will be sole-focus meeting and will not be a part of a pre-construction meeting.

Sue Jersild shared that we might want to look at what occurs at the meetings. Typically, pre-construction meetings are attended by members of contractor firms that do the work; but, they don't necessarily include the individuals that make the firm's hiring decisions. In addition, these meetings can often last anywhere from 1 – 3 hours. Those TrANS graduates in attendance are primarily sitting around and waiting during that time. The recently held April meeting had the TrANS graduate attendees sit around for 1-1/2 hours, coming in at 9 a.m. and things not beginning to happen until about 11 a.m. Discussion should be had to fine tune the process by making it easier for TrANS graduates to attend as well as having hiring decision makers in attendance. Rock Road Companies once asked WisDOT to have contractors' human resource professionals in attendance and to have TrANS graduates come to the meeting at a specific time so they won't have to sit and wait; but rather, have the ability to sit and talk. This scenario could possibly produce a better result.

Michele Carter reminded stakeholders of a one-page document supplied at a previous Rock County Stakeholder Advisory Committee Meeting which described the goal of the Workforce Opportunity Sessions. The value of these Sessions is that WisDOT is making it a contract requirement for the prime contractor and the major subcontractors to stay and participate. An admitted challenge is determining the introduction of the discussion about hiring opportunities. WisDOT's OBOEC Office has concluded that if the reason for a contractor attending an event is simply for hiring, it's possible that they won't show up. Contractors attending the pre-construction meeting do so after prime contractors find out they've won the contract and this is the meeting when they're planning on how to move forward to implement the project. These are contract requirements and they have key people at the table.



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Sheila DeForest suggested the possibility of bridging the two by creating an informal assessment sheet that we can give to the contractor's human resources staff. Michele Carter says that this is something that can be done and that a lot of it can be implemented through trial and error.

Sheila DeForest suggested that on a feedback sheet, companies can be asked who does the hiring at the company. Michele says that this is also something that can be done. She indicated that TrANS providers are asked that their graduates' resumes be brought for those graduates who are unable to attend. These resumes are able to be distributed to contractors on the behalf of the TrANS graduates. TrANS providers also will be following up with contractors to confirm their hiring opportunities.

Lynn Jones asked if there were electronic versions of resumes that can be sent to the hiring organization. Jennifer Marks, the TrANS provider, indicated that this can be something that can be done.

Sue Jersild, Rock Roads, suggested that TrANS provider could follow-up with the agencies after the meeting. She also suggested that someone should be asking the contractors questions such as "What do you think of the TrANS graduate?"

Agenda Item: WisDOT I-39/90 Mega Project Overview / Review of Spring Let Schedule

Presenter: Alicia Griffin, I-39/90 DBE Outreach Coordinator

Action: None

Discussion:

Alicia Griffin identified projects that will be let and/or construction will begin during the Spring 2015 Season (April to June 2015). The spring contract let total is estimated at \$66,003,397.

The following is a summary of those projects:

April 2015 - Total Let Estimate: \$9,589,768

Project #5390-00-72: South Dane County to I-39, USH 051

Let Date: 2/10/15

Estimated Let Amount: \$1,162,665

100% State funded / 6% DBE Goal

Project #5390-00-73: USH 14 to South Dane County Lane, USH 051

Let Date: 2/10/15

Estimated Let Amount: \$3,091,156

99.8% State Funded / .2% Local Funded



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Project #5569-00-72: USH 51 to Wright Road
USH 14

Let Date: 2/10/15

Estimated Let Amount: \$5,335,947

18% Fed, 81.8% State, .1% Local

May 2015 - Total Let Estimate: 24,742,964*

Project #1003-10-71: CTH S Shopiere Road Interchange

Let Date: 3/10/15

Estimated Let Amount: \$9,404,822

100% State Funded

Project #1007-10-72: USH 51/STH 73 Interchange

Let Date: 3/10/15

Estimated Let Amount: \$13,157,451

100% State Funded

Project #1706-00-72

(*Complete/final information on this project, including estimated let amount was not available in time for the meeting)

Let Date: 3/10/25

Dubuque – Janesville

W Court Street Intersection

Freight/Const/Spot Improvement

Project #5569-00-73: IH39 to STH 11

Let Date: 3/10/15

Estimated Let Amount: \$2,180,691

100% State Funded

May/June 2015 - Total Let Estimate: \$31,670,665

Project #3070-00-73: STH 073, Fadness Road to London Road

Anticipated Let Date: 4/14/15

Estimated Let Amount: \$15,750,801

80% Federal (\$12,600,640.86)

DBE Goal: 8%

TrANS Apprenticeship Reimbursement Hours: 2,000 Hours

TrANS Graduate Reimbursement Hours: 3,332 Hours

Project #5966-00-72: CTH G, Townline Road Intersection

Anticipated Let Date: 4/14/15

Estimated Let Amount: \$3,968,326

67.3% State / 32.7% Local



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Project #5966-00-73: CTH G, Townline Road Intersection

Anticipated Let Date: 4/14/15

Estimated Let: \$837,099

66.5% Fed / \$33.5% Local

Project #5966-10-70, CTH G, Huebbe Parkway to 11

Anticipated Let Date: 4/14/15

Estimated Let: \$8,608,819

70.2% State / 29.8% Local

Project #5966-10-71, CTH G Intersection

Anticipated Let Date: 4/14/15

Estimated Let: \$2,505,620

100% State

Projects #5390-00-72/73 & #5569-00-72

USH 14 & USH 51 Alternate Routes

Rock & Dane Counties

DBE Goal: 6%

Project #1003-10-71

I-39/CTH S Interchange

Rock County

DBE Goal: 0%

Project #1007-10-72

I-39/USH 51/STH 73 Interchange

Dane County

DBE Goal: 0%

Project #1706-00-72 & #5569-00-73

USH 14 & STH 11

Rock County

DBE Goal: 0%

Project #3070-00-73

USH 12/STH 73 Intersection

Dane County

DBE Goal: 8%

TrANS Apprenticeship Reimbursement Hours: 2,000 hours

TrANS Graduate Reimbursement Hours: 3,332 hours

Project will be bid in April, work should start in May/June

Project #5966-00-72/73 & #5966-10-70/71

CTH G Alternate Route

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Agenda Item: Workforce Utilization SW Region

Action:

The Workforce Utilization SW Region Report will be distributed electronically to Stakeholders along with the Meeting Summary of this meeting as an attachment.

Presenter: Michele Carter, WisDOT DBE Program Chief

Discussion/Summary:

In the Southwest Region, there are about 8 or 9 counties including Rock County. There are currently 206 transportation construction projects that have been in process. With those contracts, there are about 10,247 people who have worked on those projects. Of those employed in the Southwest Region, 2.7% of the workforce is female and about 8.3% of the workforce is minority.

Of the primary trades, the majority are working as a Heavy Equipment Operators (approximately 3,000). The vast majority of that number are journeymen with about 244 being employed as apprentices.

The second largest group working in the Southwest Region are in the classification of Laborers. There are also approximately 3,000 in this classification.

There are about 1,900 people driving trucks.

The Southwest Region is currently above the Department of Labor's goal for diversity. That goal is 3.1%, with the Southwest Region's number being currently at 8%. The female number in the region is 2.7% while it should be at 6.9%.

With the I-39/90 contracts that were let under the I-39/90 Rock County Mega Project that started in January 2013 and went through February 2015, there was a total workforce of 1,700 – 2.2% female and 8.7% minority. The majority are Construction Craft Laborers (549 individuals), Heavy Equipment Operators (446 individuals) or Truck Drivers (403 individuals).

The trade with the most minorities on I-39/90 Projects are Laborers. There are 12% minority and 2.9% female Laborers. Heavy Equipment Operators have 4.2% minority and 2% female; while Truck Drivers report 6.7% minority and 2.2% female.

The last report shows a geographical analysis by zip codes on 206 contracts in the Southwest Region. There are 257 people that have zip codes that are within Rock County. Of that number, 9.7% are minority and 1.5% are female.

Michele Carter also shared that the Rock County minority falls under the category of Hispanic male.

The report referenced in this Agenda Item is from data submitted beginning October 2013 until today.



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Agenda Item: TrANS Program Update

Action:

(NOTE: There are action items related to the TrANS Program that are listed under above Agenda Items.)

Presenters: Jennifer Marks, Forward Service Corporation / TrANS Provider

There was a TrANS graduation on March 13th which followed with a networking event held on March 16th. Beloit TrANS graduates were also invited to attend the networking event.

A new TrANS class will begin in Beloit, Wisconsin at Community Action on May 4, 2015.

There was a TrANS Graduate Workforce Session held on April 1st as stated in an Agenda Item above.

Jennifer Marks indicated that there was a small head count of only three TrANS graduates attending the event. Michele Carter indicated that our TrANS participants/graduates are typically not unemployed people but are under-employed workers who have factory-type jobs already. She further stated that people got frustrated because they graduated in the winter and can't sit and wait. WisDOT will try to make sure that future TrANS graduations don't occur in the off season as was the case with the initial Beloit class.

Topic: Calendar Items, Let Dates and Business Committee

Presenter: Vincent Carter, WisDOT Committee Facilitator

Action: None

Discussion:

There is an upcoming construction letting on April 14th.

NEW AGENDA ITEM

Topic: Trucking Labor Compliance Training Session held on March 5th at Blackhawk Tech

Presenter: Julie Harkinson, I-39/90 Sr. Equal Rights Officer

Action: None



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Discussion:

Michele Carter asked Julie Harkinson if she would provide an overview of the Trucking Labor Compliance Training Session held at Blackhawk Technical College on March 5th.

Julie Harkinson indicated that this event was initiated after some conversations with Sue Jersild of Rock Road Companies in December 2014. There were some issues with payroll, a trucking shortage as well as DBE availability. It was the first time a meeting of this sort was held in Rock County. It was always previously done in Madison, so this meeting was special.

The initiative solicited truckers from Rock County, Dane County and the State of Illinois (100 miles in to the south). Rock Road Companies made it a mandatory event for their contractors to attend. There were 80-90 trucking firms and prime contractors in and outside the region that attended. Also in attendance was a Department of Labor representative; Paul Ndon, WisDOT Trucking Utilization Specialist and Tim Olsen, Southwest Region ERO, who presented information on the Trucking Guide.

Sheila DeForest asked if there was an opportunity for trucking companies to ask for follow-up. Julie Harkinson shared that the firms were provided maps of pits and quarries in Dane Counties. A follow-up email was sent which had a .pdf of the information that was provided at the meeting.

Sheila DeForest asked how many minority or female owned trucking firms there were. Sue Jersild indicated that there are no DBE, MBE or WBE firms in Milwaukee.

The success/results of this exchange of information won't be seen until the end of the construction season; however, Rock Road Companies monitors this data on a monthly basis to get the problem solved and figuring out how to get it right.

Michele Carter indicated that WisDOT likes to see contractors like Rock Roads.

Meeting concluded at 5:35 p.m.

Next Meeting

Event: **Rock County Stakeholder Advisory Committee Meeting**

Date: June 4, 2015

Time: 4 – 5:30 p.m.

Location: **Community Action, Inc.**

20 Eclipse Center; Beloit, WI (GPS Address: 600 Henry Avenue; Beloit, WI)

Teleconference Number: **888-557-8511** / Access Code: **4253910**