



**Rock County Stakeholder Advisory Committee
Thursday; April 3, 2014; 4 – 5:30 p.m.
Beloit Utilities and Engineering Facilities**

Meeting Summary

Attendees:

Gregory Boysen, Public Works Director, City of Beloit
Michele Carter, WisDOT DBE Program Chief
Wayne Chase, WisDOT Supervisor, I-39/90
Sheila DeForest, Beloit City Councilor
Bill Dionne, Operating Engineers 139
Vincent Fisher, WisDOT, RCSC Facilitator
Alicia Griffin, Serendipity Communications, I-39/90 DBE Outreach Coordinator
Lynn Jones, E&T Community Action, Inc.
Walter Knight, Rock County OIC
Stan Milam, Office of State Senator Tim Cullen
Paul Ndon, WisDOT, OBOEC
Erica Rebout, Rock Roads Benefits Manager & EEO Coordinator
Rosalind Roberson, DBE Program Office (*teleconference*)
Wanda Sloan, Blackhawk Technical College

Topic: Welcome / Agenda Review / Rock County Stakeholder Advisory Committee Business

Action: Bridget presentation at upcoming meeting

Presenter: Vincent Fisher, RCSC Facilitator

Discussion:

- Vincent asked attendees to review the minutes of the March 19, 2014 Rock County Stakeholder Advisory Committee Meeting. No revisions to the minutes were made.
- Because of technical difficulties a Bridgit demonstration will not be held. Demonstration will be given at an upcoming meeting.
- Meeting dates and locations for the remainder of the year were provided and confirmed.

Topic: WisDOT I-39/90 Project Update

Presenter: Wayne Chase, WisDOT I-39/90 Supervisor

Discussion:

- There are a total of about 45 – 50 contracts being let together.
- Project update: Not a lot has changed in the last couple of weeks.



Wisconsin Department of Transportation



- One thing that has come up - CTH G may not start until next spring instead of what was anticipated to start this fall. That will be confirmed or denied very soon. It may not be let until sometime in 2015. Information and discussion on this was indicated at an earlier meeting.

Topic: TrANS Update

Presenter: Michele Carter, WisDOT Program Chief

Discussion:

- Walter Knight asked if Forward Service Corporation had a presence in Rock County. Sheila DeForest indicated that Forward Service took over the W2 program. Michele shared that Forward Service had a contract performing TrANS in Green Bay for three years.
- Walter Knight asked if Forward Service Corporation will they have a base in Rock County. Michele indicated that Forward Service is prepared to do classes in Rock County and to work with entities in the area. They will rent and recruit and do at least two classes in Rock County.

Topic: Stakeholder Report Selection Determination

Presenter: Vincent Fisher, Committee Facilitator

Discussion:

The Southwest Area Construction Apprentice Snapshot was produced by the Department of Workforce Development.

- Vincent discussed the proper way to read the report submitted by DWD. Michele confirmed that the report shows the apprentices from Rock County zip codes that include people who are already willing and able to work and who are interested in construction. It depicts them based on whether they are male, female, minority of Hispanic or black heritage.
- Walter Knight asked if the report shows if there are construction opportunities through TrANS. Michele shared that the report is a point-in-time report of active and assigned construction apprentices. In Wisconsin, the term of pre-apprentice is avoided since it is sometimes a word associated with abusing those working in trades and not paying workers their appropriate wage. But in response to the question about opportunity through Trans - Absolutely. Vincent will be showing Workforce Utilization which will report what current contractors are using on WisDOT projects.
- Michele shared that the WisDOT Office of Business Opportunity & Equity Compliance (OBOEC)'s civil rights system has workers listed on payroll. Pulling this chart together gathers data from all the contracts that WisDOT has let and awarded related to I-39/90 and Verona Projects - This is the whole corridor. It shows who's being paid by this mega project.
- Michele indicated that all contractors who do business with WisDOT are required to register in the civil rights compliance system and are required to complete a certified payroll. They put in contract information – project ID and parameters of projects. Primes and subcontractors are listed and project IDs are used to pull data from the civil rights compliance system. One of the issues would be with the identification of the type of opportunities (what is likely to be seen) when looking at this project. There are over 20 different trades; but, only a relatively few of them relate to a WisDOT related project.
- Lynn Jones shared that this is about opportunity. Construction on the I-39/90 Project is a huge opportunity and its impact might be enhanced by looking toward apprenticeship. Bringing TrANS back in the area is a good thing since it has brought success in the past. It definitely has potential in Rock County. Lynn asked if there are some state guidelines where we want to get females and minorities to.



Michele responded that goals come from the US Department of Labor and is based on the 1970 census. The national goal for females is 5.9% across the board in construction. The goal for minorities are by county in Wisconsin. The highest expectation is 8.4% in Milwaukee. Rock County's expectation is probably 3% for minorities. These are enforceable goals. The created aspirational goal identifies who is available. WisDOT tries to see who's really out there. The US Department of Labor is based on 1970 census which has yet to be updated. They are extremely low. It has been helpful to have conversations with construction contractors and have come to know that there are 10 to 20 percent minority and female availability. It is important that we fine-tune that number. We can do everything to go beyond that. An example would be to tell the contractors "I know there is 10%, pick up the phone and call Lynn Jones and she will connect you".

- Michelle shared that the document shows projects for 2014 and includes the let dates and whether or not the projects listed are federally funded. Even when there are no federal projects, contractors can still be informed that there are people that are ready and able. The document gives a snapshot of target dates for 2014 and it gives an idea about projects that are in the Rock County and its backyard. This document will prove to be helpful in knowing how to proceed.

Topic: Results of Survey on information to be included in reports and distributed regularly at Rock County Stakeholder Advisory Committee Meetings

Action: Report template formatted based on survey results and comments from the meeting.

Presenter: Vincent Fisher, Committee Facilitator

Discussion:

Vincent provided the results of the survey sent out requesting information that the Rock County Stakeholders wanted to see reported on during regularly scheduled meetings. The following prioritized list identifies the information that Stakeholders would like presented:

1. Trans working on project
2. Trans working mega project
3. Trans working on WisDOT project
4. Trans benchmarked
5. Contractors who hire TrANS grads
6. Demographics profile of TrANS recruited in area
7. Workers on I-39/90 by zip code
8. Workers on I-39/90 by race
9. Recent TrANS grads quit construction job
10. Employee satisfaction survey – Trans placement and traditional hire

- Sheila DeForest indicated that she didn't participate in the survey; however, she would like to see a report showing the comparison to contracts of people interviewed and people that are hired.
- Sheila DeForest asked if it was doable to see information on why a TrANS graduate quit or was fired. Michele indicated that this data is doable. She shared that when a placement is made and the contractor is dissatisfied, that feedback is obtained. The TrANS provider is also able to query the contractor. Sheila further shared that any information that is gathered that can prepare workers would be wonderful. Sheila continued that she wants to set TrANS graduates up for success. She doesn't want to send contractors TrANS workers and they don't work out. She'd like to get that information early on to see what can be done differently to prepare workers. Michele responded indicating that's why the screening is so important. The immediate response very often is highway construction employment sounds great and that there's a lot of kids who should be told about construction opportunities because the money sounds great. However, a lot of interest changes when they hear



about 12 hour work days, arriving early in the morning, the physical demands, working outside all day and not being able to stop and go to McDonald's. Some of the young people may want to sit down and work on a computer. The screening process provides an understanding of the upfront expectations and whether or not they are willing to meet them. That's why screening is a critical piece so that people understand and are willing to do that. It's a measurement of the effectiveness of the screening from TrANS provider.

- Lynn Jones indicated that there are three phases: 1) number screened, 2) number trained and 3) demographics. That third piece, we need to get that feedback. We can't improve if we don't know how things are occurring during placement. Michele indicated that in Dane County, the TrANS provider served both counties. They have Dorothy Krause who has been coming to some of the construction meetings. Hoffman (Verona Road Project contractor) was approached and said they wanted to hire people – because Dorothy was so persistent (what can we do to make this happen), Dorothy has pushed Hoffman (a cooperative contractor) to tell us what their needs are. They are interested in four people. CWDA was contacted and worked with people to bring people in. Four of them talked to eight contractors working on the Verona Road project. That was very beneficial. That's the same kind of thing to be done here. Dorothy's urging, TrANS model – started on the right foot with realistic expectations. It shows that it's certainly doable.
- Lynn Jones shared that the survey shows screens trained and placed. Michele clarified that screened is part of the recruitment section and that screened would be those recruited – you're either accepted or denied. Next is who's enrolled -- enrollee on the list. The process does account for screened, trained and placed. We will bring back a format of what we think the report should look like and we can add or subtract.
- Vincent questioned can the reasons TrANS graduates quit and get fired be combined. Michele indicated that it couldn't because it's a narrative. The real question is can it be reported. She furthered that they can work on a format for what the report will look like and what will be able to reported.
- Lynn Jones indicated that a quarterly head count would be a good report.
- Michele added that the two reports at today's meeting had data points. It can take a lot of time at the meeting. She'd like to know what Stakeholders want to see regularly. Which 10 every single month. Which ones will be brought periodically: End of season, beginning of season, etc.
- Gregory Boysen suggested that all reports should be provided and those not wanted can be thrown out. Vincent – clarified Greg's – Do all and throw out things not wanted and being able to get to the list wanted through trial and error. Michele asked the Stakeholders wanted to see information on TrANS graduates throughout the state or simply the people having a Rock County zip code. She also asked if the Stakeholders wanted things with the one project. Lynn Jones asked if WisDOT can do a snapshot of TrANS working on any transportation project. Michele indicated that they could.

Next Meeting

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

Date: May 1, 2014

Time: 4 – 5:30 p.m.

Location: **Blackhawk Technical College, Room 2602**

6400 S. County Road G; Janesville, WI