



Rock County Stakeholder Advisory Committee Meeting

Wednesday, April 17, 2013

Beloit Utilities and Engineering Facilities

Welcome / Opening Remarks / Agenda Review

Vincent Fisher – Committee Facilitator

Vincent thanked the Beloit Utilities and Engineering Facilities, the host, for the use of their facilities for the Rock County Stakeholder Advisory Committee Meeting. He next provided an overview of the meeting handouts which included the summary of the March 20, 2013 Committee meeting; the revised labor fact sheet and the revised Rock County Stakeholder Advisory Committee Action Plan.

Those in attendance were welcomed by Vincent and then were asked to introduce themselves. The attendees included:

Olatoye Baiyewu, First Choice Pre-Apprenticeship Training Program
Robert Borremans, Southwest Wisconsin Workforce Development Board
Gregory Boysen, City of Beloit, Department Public Works
Ron Combs, Combs & Associates
Mike Flesch, City of Beloit
Alicia Griffin, Serendipity Communications, I-39/90 DBE Outreach Liaison
Matt Grove, WTBA
Barbara Hickman, Beloit Resident
Nicole Hunt, First Choice Pre-Apprenticeship Training Program
Andrew Janke, City of Beloit, Economic Development
Sheila Deforest, City Councilor, City of Beloit
Lynn Jones, E&T Community Action, Inc.
Walter Knight, Rock County Opportunities Industrialization Center
Wanda Sloan, Blackhawk Technical College
Lyndsey Svendsen, FHWA
Randy Terronez, Rock County
Kim Schauder, WisDOT
Michele Carter, WisDOT
Vincent Fisher, WisDOT

After the introductions, Vincent asked the attendees to review and provide any comments related to the meeting summary prepared for the March 20th Rock County Stakeholder Advisory Committee. No comments were provided. The minutes were approved by Walter Knight and seconded by Barbara Hickman.



Kim Schauder was introduced by Vincent as a member of the I-39/90 Project team. Kim indicated that there was not a lot new going on the I-39/90 project since the March 2013 meeting; however, she wanted to make sure that the Rock County Stakeholder Advisory Committee attendees were aware that she was at the meeting as an information resource and was open to any questions or comments that any of the attendees might have related to the project.

Wisconsin Department of Transportation Labor Commitments

Michele Carter – WisDOT Program Chief

Michele delivered a presentation outlining the role of WisDOT in labor. She shared that WisDOT's primary responsibility was the planning, building and maintaining of Wisconsin's network of state highways and Interstate highway systems. And even though labor is not its primary responsibility, WisDOT does go beyond what they are required to do. Items that were addressed in her presentation included:

- WisDOT spent nearly \$1.2 billion in 2012 with a little over half of those dollars being allocated by the federal government.
- WisDOT is committed to having a full and fair participation through the tenants of Environmental Justice which fosters the environment to let people know what WisDOT does and to be transparent in what is done. WisDOT's goal is to make sure that they are not doing anything that will disproportionately negatively impact minority or disadvantaged communities.
- Although labor is not the primary function of WisDOT, it is the primary purpose of the Wisconsin Department of Workforce Development.
- The Department of Labor sets hiring goals including 8.4% for Racine, 8% for Milwaukee and 2.2% for Rock and Dane Counties. These hiring goals are based on 1970 census data. U.S. Congress (federal level decision makers) is aware that more needs to be done; however, the current hiring goals are what are enforceable. These goals, though, are not limits. They simply serve as goals.
- The first WisDOT mega project committee was developed as a part of the Marquette Interchange project in Southeastern Wisconsin. Members of the Marquette Interchange committee and the community came together to cultivate innovative solutions. Committee members included elected officials that were concerned about the labor situation in Milwaukee and subsequently became leaders and chairs of the committees. In this role they became labor advocates. The Marquette Interchange Committee was a source that brought all the right people together to talk about solutions as opposed to complaining about what was going on. They offered advice and recommendations to the WisDOT Director. The recommendations made by the committee had a direct link to the lead person in WisDOT. The presence of John Steiner and Kim Schauder, WisDOT I-39/90 Project Supervisors, in this meeting gives the Rock County Stakeholder Advisory Committee that same kind of accountability. It allows the community to get on board so that resources can be leveraged.



- Some of the things done by the Rock County Stakeholder Advisory Committee include:
 - Setting aspirational goals on current demographics (e.g., what's already available in minority, untapped pools)
 - Contract Provisions

ASP 1 is put in all contracts that have federal funds. It provides incentives for contractors to hire TrANS graduates. The incentive includes being reimbursed \$5 hour for hiring graduates of the TrANS program. The goal is to enhance the environment to incentivize rather than punish to expand hiring practices.
 - Civil Rights Tracking System

Contractors are required to submit Certified Electronic Payroll. This provides a visibility so that it can be data is seen detailing who is working on a project. Various search tools can be used to look people up on the system. The DWD is in partnership with WisDOT's apprenticeship system. The Bureau of Apprenticeship Standards realizes that construction opportunities are not just about jobs; but, about building careers in the industry. That's why the goal is so that TrANS providers can move through the process and ultimately serve as journeymen and remain in the field of construction.
 - The WisDOT DBE office is currently in the process of developing an RFP to hire a TrANS provider for the Southwest region. TrANS providers do recruitment and outreach for an untapped network. TrANS providers can't be government organizations; but, must be community based organizations. WisDOT has at least one TrANS provider in each region. YWCA Milwaukee, YWCA Madison, First Choice and W RTP are organizations that held a contract with WisDOT providing TrANS services.
 - The result of successfully run TrANS programs creates an environment where the contractor can no longer say that there are no qualified minorities to perform construction related services.
 - Public and Private partnerships is what makes the TrANS Program Work. WTBA, Payne & Dolan, the Rock County OIC and former Senator Margaret Farrow are examples of public/private partnerships in delivering services under the TrANS program. Labor Unions have also worked with WisDOT and TrANS providers. That's why it is customary for every TrANS provider to take TrANS's student up to Coloma to interact with the Operating Engineers Union.
 - When the pilot program started (which began in Milwaukee), it began with the job of Flagger. It was quickly determined that the flagger was not a consistent highway construction job, nor was it the safest. Subsequently activities moved graduates into general labor and for some it expanded to the trucking side. Truck owners were encouraged to take a CDL.
 - WisDOT supported an Executive Order to make sure that they were working with Native American Tribes.
 - An orientation process is part of the TrANS program. It is encouraged that the orientation be realistic in outlining what 'road' construction is about. The work hours and the work environment of road construction are clearly depicted and is given in a manner that a friend would tell another friend about a job in road construction.



- Drug tests are given as part of the TrANS program. Being clean is important and is stressed when participants first start the class. If they fail the drug test, they aren't kicked out; however, they would not be referred to a contractor. By TrANS providers being community based organizations, they have relationships and networks that can refer those in need to a program in the community to work on their drug issue.
- As part of the TrANS program, it can be determined that people are not doing well on reading and math. If this is the case, they can be sent to a literacy program.
- WisDOT understands that they are not training people in 120 hours; however, it does serve as an industry awareness/preparedness program. Later in the meeting, First Choice will tell about the hands-on projects that they do. Again, the TrANS program is not to make participants experts and there are no certifications. WisDOT simply wants them to understand the tools of the trades, the jargon, etc.
- As part of the TrANS program, participants will be assisted in developing a resume that matches up to the construction industry.
- WisDOT will provide information to all TrANS providers indicating the contracts that are let and the list of people that won the contracts. This information is used to solicit to a targeted audience of contractors that may have opportunities.
- In the final analysis, though, it is the contractor that makes the final decision of who they hire. WisDOT nor TrANS can tell the contractors who they have to take. The WisDOT DBE Program officers have viewed the activities of aggressive TrANS providers that will go anywhere throughout the State to connect contractors with TrANS graduates. They will place a TrANS graduate right in front of the contractor so that the contractor can make a decision. It should be noted that WisDOT can't draw lines. That means that WisDOT can't limit the access to TrANS to only people in Rock County. The TrANS provider is responsible for going after 'low hanging fruit'.
- As part of the TrANS training, participants gain exposure to tools of the trade including operating a jack hammer, finishing skills, basic framing (not house framing), physical conditioning (e.g., wheel barrel racing), soft skills (e.g., positive attendance, good communication and conflict management).
- There are people that take advantage of the TrANS program who may have been laid off for years. WisDOT believes it makes sense for these individuals to be more marketable and to touch up their skills so that they are able to earn \$30/hour.
- A photograph of TrANS participants on the Marquette Interchange was shown. The TrANS participants included diverse participants including 'old white guys', women, and black people. A question that is often asked is 'Can white males be in the class?' The response is yes. WisDOT and TrANS does not turn people away. The target is untapped people in the community.



Michele next indicated that the Committee will begin to discuss the Rock County Advisory Committee Action Plan and then close out the meeting with a presentation from First Choice, the Racine TrANS Provider. When community organizations compete in response to the RFP, it is expected that they will refine the basic tenants of the program. They have the 120 hour basic requirement and then they add their own icing on the cake. Michele shared that WisDOT will be soliciting for a TrANS provider covering this area. There is currently no TrANS Provider in the area since the Madison TrANS Provider contract has expired.

A Question was asked (not known by who) – Who will respond to the RFP?

Response by Michele – All will compete. The RFP will be posted no later than May 31st. It is open competition.

Sheila Deforest Question – Will one RFP be awarded per region or will two awarded for the region?

Response by Michele – We could. We would have to look at the money. Matt Grove, WTBA, I'm sure would say that money shouldn't be taken from the work of building highways. It is possible that there could be one TrANS provider solicited for the SW Region so that they can have a subcontractor. The provider(s) would need to prove that they know Rock County, the constituencies and their concerns.

Sheila Deforest Question – About equitable access and accountability for a TrANS provider -- If provider in this region is awarded the contract, will they do outreach to ensure that there is opportunity for this area?

Response by Michele – It is their responsibility to assure they have an opportunity to participate. Historically, there have been TrANS providers that hold classes in multiple places. The YWCA of Madison at one point subcontracted to Rock County OIC. They had to do two counties, one in Rock County and the other in Madison.

Sheila Deforest Question – Will they provide for those in geographic area?

Response by Michele - WisDOT requires that evaluators of the RFP must include two (2) non WisDOT people, one (1) WisDOT staffer and perhaps a contractor, union member or elected official.

Michele shared that the lowest amount that has been expended to produce TrANS is about \$60K, which would be for at least 20 TrANS graduates. The highest amount is about \$200K which would be for about 75 TrANS graduates a year.

Since WisDOT is not the only game in town for Workforce Development, we have on occasion worked with MATCH who had a construction management program. MATC would allow our TrANS participants to do those classes. It is a partnership.



Rock County Stakeholder Committee Action Plan, Editing

Michele Carter – WisDOT DBE Program Chief

First, Michele indicated that it should be noted that WisDOT practices inclusion. And that although it was recently brought to WisDOT's attention that the term 'For Beloit' has been placed in the Rock County Committee Action plan, it is there because a Stakeholder said it. That could be because Beloit has a heavier weight and more concern than Janesville. Can it say Beloit and Janesville? Sure. The document only represents what you, as Stakeholders, have said. Sheila Deforest affirmed that 'for Beloit' is what we said.

Michele shared her hopes and encouragement that everybody (Stakeholders from Beloit and Janesville) come to both meetings in Janesville and Beloit since it is a collective group.

Michele then asked the attendees to review the Rock County Action Plan to review the edits that were placed in the plan from previous meetings. She shared that this Plan is a living, workable document. She further shared that we don't want to act, we want to build on what's there.

Action Plan: Facilitate employment opportunities for Local Workers

First page – Spread the word, not just the DBE Outreach Coordinator. Alicia indicated that it was a typo.

Bob Boreman - This group was formed to help all of Rock County. Several statements should expand to include all of Rock County.

Sheila Deforest – Currently, most of job training and program dollars have gone to Janesville. Beloit has not seen that. We are trying to address a gap in service. Beloit has a higher unemployment rate and a higher number of people that are considered minority or low income. That is some of the basis for people saying that Beloit is a target in this particular project.

Michele suggested that in the red box, bullet 2, the RFP will show that one training will occur in Beloit; but, will service all the contractors in the SW region.

Bob Boreman stated - Where the training occurs in Rock County is not a concern. We single out residents and contractors in Beloit as needing/gaining some type of priority. Over the last 5 years, we have moved away from Janesville vs. Beloit. Rock County 5.0's priority is to focus and make sure that Beloit gets its fair share and businesses in Beloit have open access – being fair and balanced. That is what we're most concerned about.

Andrew Jahnke stated - In advocating for this project, it's a Rock County effort. He reminded the group that we have an incredible mobile workforce. People can work in construction in Rockford, Janesville and Beloit.

Bob Boreman stated – In Rock County, we have a transit system that goes between the two communities on an hourly schedule. We have greater access to move people.



Action Plan changes include:

- First bullet, red box: Add parenthesis to have 'local (Rock County)' instead of local
- First bullet, orange box: Change to 'local' (Rock County)
- Green box: Change to 'Rock County faith based community' instead of Beloit Community Ministers

Nicole Hunt stated – First Choice gets an overflow from Rockford. We can't serve Illinois. We can't train them.

Response from Michele – We can. TrANS providers have choices. Whoever shows up, you have to work with what you get. We don't want to turn people away because of color or zip codes. Being a community based organization, TrANS providers have a community network. They can use this network to refer people and not slam the door in their face.

Michele shared that in future meetings, she will talk less and the group will talk more. At the next meeting, Michele indicated that she will ask those in attendance (excluding FHWA and WisDOT bureaucrats) 'What is success to you?' (e.g., What do you think success would be in facilitating employment opportunities for local workers). After the question has been answered, the group will start talking through the action steps.

The next phase of the Rock County Stakeholder Committee will include labor presentations. The next three meetings will have local folks who do labor stuff make presentations. We're looking for Technical Colleges, Job Centers, Community Action and the like. By the time the next three meetings are over, we will know what is already in Rock County. When we start working our way through the Action Plan, we will know who can be added through our training.

At each meeting, a TrANS provider will come and say what they do and how they've refined the TrANS Program. This presentation is the same that they give to contractors.

First Choice TrANS Program Presentation

Nicole Hunt

First Choice works with unemployed and underemployed individuals in the Racine/Kenosha in building, construction, skilled trades and manufacturing.

The Program Goals include:

- Two weeks on soft skills – To be better equipped to handle their daily lives
- Diversify the building and construction trades (e.g., women do really good in the program)
- Create a pool of talented workers for SE WI, though not guaranteeing a job
- Find jobs for graduates, get them in to some job, some where
- Program entrance requirements
 - 18 years
 - High school diploma / GED
 - 10th grade math and reading skill (higher than what's typically required)
 - Many weren't passing the test
 - Does no good to train and then fail the test
 - Very few that don't pass apprenticeship test



Wisconsin Department of Transportation



- Willing to work outdoors
- Reliable transportation
 - If you can't pick up and drive 3 to 4 hours you won't keep drop
- Willing to take drug test
- Program Process
 - Orientation session
 - Math and Reading test (T.A.B.E.)
 - Work with Gateway
 - Work with Racine community organization for remedial training
 - Interview
 - Life skills, two weeks
 - Resume
 - Nutrition
 - Hands on Projects
 - Power tools
 - Scaffolding
 - Rigging
 - Job Placement
 - Job opportunities – job boards
 - Take to meet one-on-one contractors
 - At WisDOT bid meetings to sell themselves directly to contractors
 - Mentoring during the apprenticeship process and continue mentoring until they get the apprenticeship and finish it
 - Class Work: Gaining Skills and Experience
 - Money Management – Bank and credit unions come in to speak / pull credit for each student
 - Nutrition training – people come in to assist them
 - Construction math
 - A great deal of time is spent on this
 - It's common that many people forget how to do fractions
 - All leave with certification in how to remove lead paint
 - Value of a Journeyman
 - Highly skilled
 - Excellent pay
 - Excellent benefits
 - Entrepreneurial opportunities
 - Benefits of TrANS graduates to contractors
 - Pre-screened candidates who are drug free and have clear driving records
 - Graduates have passed apprenticeship tests
 - Job ready tools (e.g., workbook, hats, boots, etc.)



- Since the onset of First Choice, 15 TrANS graduates are apprenticeships in the following areas:
 - Laborer
 - Electrician
 - Pipefitter
 - Cement finisher
 - Iron workers
- 5 TrANS graduates are journeymen in the following areas:
 - Labor man
 - Boilermaker

Ola finalized the presentation by indicating that TrANS participants are required to read a classic American story such as Grapes of Wrath and From Whom the Bell Tolls. After reading the book, they are required to write a one page paper. Ola indicated this is an opportunity to encourage TrANS participants to think and connect the dots in their life and their work.

Michele began to share additional information about First Choice including the fact that they have various money pools in addition to WisDOT funding. She shared that the Madison TrANS provider relied heavily on WisDOT funding. Ola, Michele shared, blackmailed people in Racine and has thus received money from three or more different entities. That's the longevity piece in the area. Even when WisDOT is not doing a project, there is someone that is making construction their business. It is different for every provider. The process is competitive.

Review Labor Presenters List

Vincent Fisher – Committee Facilitator

Michele indicated that names and organizations were taken from the Opportunities and Barriers Analysis to determine who can be scheduled during the next three meetings to make a presentation to the group about labor activities in the area. It is important that we have the right local groups to make a presentation. Alicia will coordinate the presenters for the meeting. Some of the names from the Opportunities and Barriers and Analysis as well as those given verbally include:

- Human Capitol
- Big Step
- YMCA – Construct-U
- Department of Workforce Development
- Rock County Central Labor Council, AFL-CIO
- Plasterers, Local 599
- International Union of Operating Engineers
- Apprentice and Training Director
- Labor Unions , Local 464
- Wisconsin Labors District Council
- Ironworkers Local Union 8
- Beloit Community Ministers Community Association, Sherrick Anderson
- Blackhawk Technical Career Council (Wanda will get a name)



Wisconsin Department of Transportation



- Community Action of Rock and Walworth, Lynn Jones
- Steve McNeal, Superintendent or Dr. Tom Johnson, School District of Beloit
- Stateline Career Education and Technical Academy (sp) SCETA
- Brenda Atlas, Bethel AME, Athletic Avenue

If Stakeholders have any additional suggestions for presentations, they were advised to share the names and contact information with Alicia.

Upcoming Meeting Dates / Timeline Review / Announcements

Vincent Fisher – Committee Facilitator

Vincent provided a review of the upcoming meeting dates which included:

Tuesday; April 23, 2013; 1 p.m.

I-39/90 Mandatory Pre-Bid Meeting

WisDOT Southwest Region Office; 2101 Wright Street, Edgerton, WI

(A flyer for the Mandatory Pre-Bid Meeting was distributed)

Friday; May 3, 2013; 2 – 5 p.m.

Dane County Small Business Orientation

WisDOT Southwest Region Office, 2101 Wright Street; Edgerton, WI

(A flyer was provided as part of the April 17 meeting agenda)

Wednesday; May 15, 2013; 3:30 – 5 p.m.

Rock County Stakeholder Advisory Committee Meeting

WisDOT Southwest Region Office; 2101 Wright Street; Edgerton, WI

Wednesday; June 19, 2013; 3:30 – 5 p.m.

Rock County Stakeholder Advisory Committee Meeting

Beloit Utilities and Engineering Facilities; 2400 Springbrook Court; Beloit, WI

Michele shared the significance of Mandatory Pre-Bid meetings.

- Short spiel on equity provisions – receiving line
- It is mandatory for potential prime contractors to attend
- TrANS providers attend to share their business cards and get eye-to-eye contact
- Easy networking

The Meeting adjourned at 5:16 p.m.