



Rock County Stakeholder Advisory Committee Meeting Summary

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

Vincent Fisher – Committee Facilitator

Welcome / Opening Remarks / Agenda Review / April 17 Meeting Minutes Review

Attendees introduced themselves and they included the following:

Ola Baiyewu, First Choice

Gregory Boysen, Public Works Director, City of Beloit

Michele Carter, DBE Program Chief

Sheila De Forest, City Councilor, City of Beloit

Vincent Fisher, WisDOT OBOC

Alicia Griffin, I-39/90 DBE Outreach Liaison, Serendipity Communications

Barbara Hickman, City Resident

Nicole Hunt, First Choice

Sheila Deforest, Rock Roads

Lynn Jones, E&T Community Action

Marilyn Kilgore, Community Resident

Walter Knight, Rock Counties, OIC

Julie Larson, YWCA of Madison (Telephone)

Kim Schauder, I-3990 South Segment Project Supervisor

Debbie Schanke, Department of Workforce Development, Bureau of Apprentice Standards

Wanda Sloan, Blackhawk Technical College

Dan Sperberg, International Union of Operating Engineers

Randy Terronez, Assistant to the County Administrator, Rock County

Stan Milam, Office of State Senator Tim Cullen

Bo Plank, Blackhawk Technical College,

Janis Ringhand, State Representative, Evansville, 45th District

Tricia Wiggins, E&T Dept of Community Action

The April 17 meeting minutes were reviewed. Sheila DeForest requested that the references in the meeting that were attributed to Sue Jersild in the minutes should be changed to Sheila Deforest. Ola Baiyewu moved to accept the minutes with the changes. Randy Terronez seconded the motion.



Michele Carter – WisDOT DBE Program Chief

Rock County Stakeholders / Provide response(s) to question: How to Define Success

Michele Carter went around the room and asked each Rock County Stakeholder how each of them defined success. The responses were as follows:

Sheila Deforest

A TrANS program with a real contact database including an active list of people that are available and ready to work.

Walter Knight

Implement strategies of success based on history.

Wanda Sloan

- A certain percentage of people of color in Rock County will get guaranteed training, guaranteed jobs and guaranteed money.
- Improve visibility of those that complete the program and have a sustainable, living wage.
- Wants to know who got talked to, who was trained and who got the job.

Randy Terronez

Have the I-39/90 project place people in the transportation industry.

Sue Jersild

- Have a certain percentage of local residents trained.
- Have a percentage of those trained to both receive employment from contractors and to be employed earning a family, self-sustaining wage.

Stan Milam

Focus on training and employment opportunities for under employed and unemployed residents of Rock County.

Janis Ringhand

Having long-term sustainability where people can be employed after the fact.

Lynn Jones

Increase community collaboration.

Tricia Wiggins

Have evidence-based curriculum for the training program in order to be well-trained to gain sustainable employment.

Nicole Hunt

Echo the idea of long term employment. The experience with First Choice is that many TrANS graduates get jobs because the company must meet a requirement or get a benefit. However, when the project has completed, the employee is laid off.



Ola Baiyewu

Providing individuals with skill sets that will allow them to become successful in work and in life not specific to highway; but, highway related. Give individuals transferrable skills that can be taken to carpentry, plumbing, sheet metal, etc.

Kim Schauder

The I-39/90 project team will do its best to contribute to the Stakeholders' definition of success.

Gregory Boysen

Create jobs that have a documented impact on job placement.

Barbara Hickman

Train people in order to open the door. Once the door has been opened, those trained must walk through it and sell themselves. The key is the training part and how you prepare them on all of those parts. You can guarantee an opportunity to get through the door.

Michele Carter

Most of the things that were identified by the Stakeholders are controllable and the WisDOT DBE Office we will work toward achieving them. Specifically:

- We can put TrANS graduates in the face of contractors.
- We can find out what they need and provide that. However, there's no guarantee. It's always the contractors' decision.

Labor Industry Presentations

Lynn Jones

Community Action Inc. , Employment and Training Director

Tricia Wiggins, Community Action Work in Wheels Coordinator (car loan program), distributed a handout that summarizes the slides of Lynn Jones presentation.

Community Action's mission is about providing access and opportunity. Since 1965, they have been providing resources and connecting with individuals that are low income to work through their barriers. The organization's set of core values highlight diversity and inclusion as key components. It is the organization's belief that individuals have capability and need not a hand out but a ladder up which amounts to access to opportunities.



There are few things that set Community Action apart including:

- Having \$10 million resources
- Being a local organization located in Rock and Walworth Counties offering 40 different and varied programs
- The organization is about providing opportunities
- Community Action performs a needs assessment every three years. This affords the opportunity for programs to be offered based on the results of their assessment.

Pathways Center is located in Beloit at the Eclipse Center. It has 15,000 sq ft and houses computer labs, classrooms, training facilities and workshops. It places all programs for employment and training under one roof and helps with collaboration and opportunity for community partners to work

Trying to provide a place where individuals are comfortable to learn and get back to work

There are six programs that have been offered since 2005. They include:

- Skills Enhancement Program
- Beloit Fresh Start – A construction program where youth can go into health care or business. It provides opportunities for these youth to obtain a high school diploma
- Fatherhood Initiative – A large program that serves about 60 dads annually. It is a structured program helping them to become gainful employed
- Work-n-Wheels
- Teen Parent Connections
- Workforce Investment Act – A training program for in school youth to work on a career path

Community Action serves a demographic that includes:

- Youth and dads
- Unemployed and under employed
- 300 participants right now – 70% minorities / 70% female

Community Action's Construction Certification Program includes participants passing a drug screen to get into the program and receiving OSHA training. The trainers are Certified PACT Trainers and the pre-construction trainer is experienced as an electrician and in weatherization.

The Program has three phases:

- Phase I – Assessment of the career interests and their academics. Where they are starting from and where they can move forward.
- Phase II – Add some type of community service learning and work experience
- Phase III – A checklist of what is required to be job and/or college ready. Stay with individuals for a year to see how they are doing.



Community Partnerships, staying connected to the community and community collaboration is really important. Community Action's partnerships include:

- City of Beloit – Merrill Park Housing initiative
- Faith based and community organizations – Although you can't do everything; however, people learn well when things are mixed up. They provide learning in nutrition, parenting, etc.
- Works closely with area employers. Some employers have come in to do OSHA training and interviews for employability skills
- Blackhawk Technical College provides skills training

Community Action's Goals and Outcomes show how it's been doing.

- Been able to hit enrollment numbers
- Good for certification –exceeding goals
- Literacy and numeracy – doing well in math and reading
- Well in placement; but, would like to do better. Been a tough time with the economy
- Placement is done; but, wants to continue keeping them on job
- 6% recidivism – previous incarceration; been able to keep them out of jail

Michele Carter had a few questions for Lynn.

Michele recapped that there are 291 current participants in the employment and training program, 174 are over 18 – 69% minority and 71% female. The question: Is the 69% 174 or 291?

Lynn's response: 174. The in-school programs weren't counted in the numbers.

Michele asked what the average age of adults was.

Lynn's response: It depends on program. Fatherhood is 24, Fresh Start is 18 – 21 with an average age of 18.

Dan Sperberg

Local 139, International Union of Operating Engineers; VP Training

Operating Engineers operates what is generally referred to as heavy equipment including cranes, dozers and scrapers. Basically, Operating Engineers operate all big equipment.

There are about 7,000 heavy equipment operators and 230 apprentices in the program.

The Coloma Training Center provides opportunities for training and allows apprentices to get on the equipment.

The Operating Engineers invest in themselves with an hourly contribution. \$15 million have been invested in the training site. The equipment on the site includes 10 cranes at a cost of \$1 million each and 12 dozers at a cost from between \$100,000 to \$1 million each. The winter is when the lion's share of the training occurs.



The Operating Engineers' Union works in partnership with contractors and the State on the apprenticeship program. Each apprentice in the program goes through a 6,000 hour program. They are paid while they learn and work 1600 hours annually with an approximate wage of \$21/hour.

In order to be a part of the apprentice training program, potential applicants need to take their application to the training site on the 2nd Tuesday of every month.

There are minimum requirements and expectations in an Operating Engineer career and training program include:

- Minimum age:18
- Transportation to get to projects throughout the State
- Employees are responsible for paying for their own lodging and meals when traveling
- Keep abreast of an ever changing industry (e.g., Now using GPS running off satellite)

People with diversity (e.g., women and minorities) – take interest, mentored them – sometimes it is harder since they are not white males and sometimes it is difficult.

Operators have a long history of working with TrANS providers. Operators take an interest in people with diversity and encourage mentoring. It's sometimes harder for them since they are not white males, the majority of the Operator membership.

Sheila DeForest asked: What does mentoring look like?

Dan's response: It's easier to relate with people of similar roads. Women, Native Americans and African Americans explain their journey through their work experience by serving as an instructor and having successful careers as operating engineers.

Wanda Sloan asked how applications are taken in.

Dan's response: They are taken in manually at the training site on the 2nd Tuesday of the month. Applicants sit through an information session about the career and the training.

The following information is shared at the information session.

- A journeyman's rate of pay is \$35/hour with benefits.
- Operating Engineers don't work 2000 hours a year due to climate. They start after Easter in May and go through October. In November, they are laid off
- Apprentices do not start off being paid \$35/hour

Debbie Schanke

Bureau of Apprenticeship Standards, Department of Workforce Development

Debbie shared that there are 14 apprenticeship and training representatives throughout the State of Wisconsin. The program doesn't have a lack of applicants; but, they do have a lack of qualified applicants. Applicants need basic eligibility requirements including a driver's license, transportation and high school graduation/GED.



The Operating Engineer apprenticeship program, for example, includes having monthly information sessions where applicants must appear with high school transcript, proof of driver's license and a \$15 application fee to take the test. If the test is passed, the applicant is given a letter of eligibility and a list of area contractors that will be training. The individual applicants will take the letter and contact to see if a contractor is hiring and sponsoring an apprentice. The contractor will then send a letter of intent to the training center indicating their agreement to hire someone and a starting date. Once submitted letter, Debbie is notified by the training center and she will then come do a one hour orientation. The Statewide training program includes having to attend required school (e.g., block instruction at training center, 460 OJT in the field, 400 related instruction and training center) all under journey worker or a mentor in the specific trade.

A qualified applicant goes through an apprentice contract which includes five components: term, school, training, work processes and compensation schedule.

An Apprentice in Training is paid on a graduated scale. They receive a certain percentage of a journey worker rate. Apprentices will continue with their current contractor or are able to take their portable credential and secure employment with a contractor in the State of Wisconsin or out of the state. The portable credential is pretty important and began in the year 1911 with the first apprenticeship training program in Wisconsin. This program has been modeled throughout the country. Wisconsin's portable credential is held in pretty high esteem and employability is pretty good.

Debbie indicated that apprentices really have to work on the soft skills. They need to realize the importance of a good night's sleep, nutrition, being at work on time - being at the job 15 minutes before the start time ready to go and being prepared. These are the skills that are necessary for success, longevity and sustainability.

The apprenticeship school has a hands-on requirement. Participants must meet both academic and hands on. OJT is 90% and school is 10% and both must be successfully completed in order to obtain journey worker status.

Other forms of training includes off season block training.

Construction apprenticeship programs average from 3 – 5 years. The lowest starting rate for the first day on job is \$10/hr and reaches \$38/hr.

Bo Plank

Blackhawk Technical College, Dean of Advanced Manufacturing and Transportation

Bo gave an overview of the educational opportunities offered in his department at Blackhawk Technical College. They include manufacturing, transportation, aviation, landscaping and skilled trades. He indicated that there were not a lot in construction; but, more in manufacturing and transportation.



Specific programs include:

- HVAC & Refrigeration - 2 year associate degree
- Power Distribution – 1 year; line tech, line utility (tower erection)
- Diesel & Heavy Equipment – Turns out maintenance and service techs
- Shared program in Civil engineering technology with Gateway - Take classes at Blackhawk and certain classes in Sturtevant (on weekends)
 - Architectural
 - Fresh Water
 - Highway
- Land Survey – Three have graduated this year and they all already have found employment.

A number of programs are no longer housed at Blackhawk Technical College. They are:

- Plumbing – Going back to Madison
- Carpentry – Elected to go to the training center in Madison
- Fitters – Moved to Milwaukee

Over the years, the apprentice numbers have decreased from 272 in the first 5 years (1998 – 2002), to a current number of 77.

The average age of Blackhawk Technical College students are 28-29 years old.

Sheila Deforest shared that there are hurdles as a contractor since there is no place for CDL licenses. Is that something Blackhawk Tech could provide?

Bo responded: Blackhawk does provide the testing and book work for CDL in the power distribution program. This is a requirement. Fox Valley and Waukesha has a trucking driving program. The chances, though, of Blackhawk bringing the program on campus is slim because of the expense.

Committee Next Steps / Timeline Review

Michele Carter, DBE Program Chief

Michele indicated that these presentations would continue recognize the importance of leveraging resources because TrANS can't do it all. Its success and added value comes from partnering with the right people.

Upcoming Meeting Dates / Announcements

Vincent Fisher – Committee Facilitator

The next two meetings will be labor presentations. The next meeting will be held on Wednesday, June 19th at the Beloit Utilities and Engineering Facilities.

The meeting adjourned at 5:07 p.m.