



Rock County Stakeholder Advisory Committee Meeting Summary

Wednesday, June 19, 2013

3:30 – 5 p.m.

Beloit Utilities and Engineering Facilities

Vincent Fisher – Committee Facilitator

Welcome / Opening Remarks / Agenda Review / May 15 Meeting Minutes Review

Attendees introduced themselves and they included:

Andrew Janke, City of Beloit, Economic Development Director

Michael Flesh, City of Beloit, City Engineer

Sue Jersild, Rock Roads

Ericka Rebout, Road Roads

Sheila DeForest, Beloit City Council

Stan McCay, Senator Timothy Cullen's Office

Walter Knight, Rock County Opportunities Industrialization Center

Lonna Morouney, Office of Representative Amy Loudenberg

Robert Borrermans, Southwest Wisconsin Workforce Development Board

Rhonda Suda, Southwest Wisconsin Workforce Development

Lynn Jones, E&T Communication Action, Inc.

Olatoye Baiyewu, First Choice Pre-Apprenticeship Training

Nicole Hunt, First Choice Pre-Apprenticeship Training

Wanda Sloan, Blackhawk Technical College

Joe Oswald, Laborers

Corey McGovern, Laborers Local 464

Ray Wiatt, Wisconsin Laborers

Craig Ziegler, Wisconsin Laborers

Debbie Schanke, State of Wisconsin, Department of Workforce Development (telephone)

Bill Stark, FHWA

Vincent Fisher, WisDOT

Michele Carter, WisDOT

Paul Ndon, WisDOT (telephone)

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



Labor Presentations

Rhonda Suda, Workforce Operations Manager, Employment and Training Program
SW Wisconsin Workforce Development

The job center system in Wisconsin is the hub for employment and training activities. The Rock County Job Center is located in Janesville on its south side. The Center assists adults, dislocated workers and youth find employment while offering training. The Center also provides services to assist men and women who are dealing with disabilities obtain jobs and occupations.

There are 13 agencies in the job center that operate 40 – 45 programs.

People are encouraged to participate in programs that get the involved in among other things active work searches and career planning.

Every other week, the Center coordinates a WIA orientation for laid off or dislocated workers. At this time, they get a very good picture of the job center model. After orientation, participants are encouraged with an aggressive work search and

Sheila DeForest question

How is eligibility for participation promoted? How are people made aware of it? Is it Open to the Public?

Rhonda Suda response

- Several referrals are made from case managers
- Participants are referred to an orientation meeting
- W2 program works with Community Action which serves the same population
- While serving on the WIC Board, information is constantly flowing through providers
- The Job Center is geared to deal with conversation and facilitation
- Meeting materials, press releases, extended hours

Robert Borremans response

In a workforce program, training is the last option. Because of a 25% funding cut during the last 2 years, the Center has joined other federal programs and has been placed in a deficit reduction and sequestration. That's why the center isn't currently looking for more people, since it has full enrollment for the resources that they currently have available. The center, however, can do OJT and customized training.

Walter Knight question

What about the food stamp recipient program?

Robert Borremans response

Rules will become available once it becomes law. They completely reorganized the system in January. The workforce boards and job centers will be a priority resource – others say there may be some other structure.



Wisconsin Department of Transportation



Rhonda Suda

Training dollars are available in the youth program. The barriers are young parents, foster children and juvenile offenders. Although trying to market programs where the demographic is thought to be, they haven't got referrals into the program from other agencies.

Robert Borremans

The State of Wisconsin has allocated \$15 million in workforce training funds. They've established a division in WEDC to administer the funds and may focus on community supported projects that serve the economic development of the area. Wisconsin Fast Forward thinks that the I-39/90 project will be covered under this program. The rules probably won't be out until this summer. Over the course of the next two years, some of those funds would probably be available.

Wanda Sloan question

What are the ages of participants in the youth program?

Rhonda Suda response

The age of eligibility is 14 – 21 years. Some of the barriers for the youth program include: pregnancy, parenting, foster child, basic skill deficient, juvenile records, never having held employment before, scoring 43 or less of DPI readiness test and income barriers (e.g., 100% or less).

Olatoye Baiyewu response

People from the Janesville and Beloit area have come to Racine for training. Of the money that First Choice Pre-Apprenticeship Training has for transportation, First Choice returned \$300 to the participants to help subsidize their transportation. A number of those that have participated in the training have become successful and have become apprentices and journeymen.

Michele Carter question

Are there services for transferrable skills for dislocated workers? The question is that it's a goal to find resources that already exist and to see people get connected to the workforce. Sometimes WisDOT makes sense and then sometimes other alternatives are necessary. Under-employment is the most targeted instead of unemployed. Leaping into the demands of construction for a person that has never worked is not optimal.

Rhonda Suda response

There are several career assessments that are performed which take aptitudes to find out how they translate into construction careers – determining whether or not it is a good fit. Online assessment tools are quite comprehensive. Excite, a new tool, matches 16 profiles.



Wisconsin Department of Transportation



Labor Presentation

Ray Wiatt, Apprenticeship Coordinator
Wisconsin Laborer's District Council

Ray gave an overview of his career as a laborer. He started 18 years ago, worked in the field and went to the Training Center through the Wisconsin Laborers. Ray became an instructor 13 years ago which led him to Apprenticeship Coordinator position in 2013.

The format of the Apprentice Program includes 4,000 hours of OJT and 400 hours of training at the facility.

The Labor field is diverse and includes sewer, highway, building, environmental – hazmat and asbestos.

Bill Stark question

How many laborers are there statewide? And, how many apprentices are there at any given time?

Ray Wiatt response

There are 6800 – 7200 laborers in the State of Wisconsin. There were 70 new apprentices this year.

Bill Stark question

What percentages make it through the 4,000 hours of on-the-job training?

Ray Wiatt response

There have been 43 graduates since last year, 2012. There have been 143 that have gone through the program overall.

Bill Stark question

When is community training scheduled?

Ray Wiatt response

Training is conducted during the off season. It is usually offered in 2-3 week blocks of time; however, there are some training that is offered for shorter periods like CPR, OSHA, etc. Some training is also offered in the summer. If there are 6 or more people available, a course will be put on.

Lynn Jones question

How long does it take to complete the 400 hours?

Ray Wiatt response

These occur within a 3 year period. The work hours depend on the economy. It is held in DeForest, Wisconsin near Madison. There is a 60/40, 50/50 mix of classroom.

Wanda Sloan question

What areas of the apprenticeship work is picking up or improving?



Wisconsin Department of Transportation



Ray Wiatt response

Locals have been doing a great job in spreading the word to new contractors. We are open to avenues of outreach including career fairs. Getting into schools has been met with some resistance. However, we'd like to give students who don't want to go to college another avenue.

Bill Stark question

If someone goes through TrANS, do you enter paperwork indicating they are an apprentice?

Ray Wiatt response

A Letter of Eligibility is given when the test has been taken and passed. You then get a list of signatory contractors and their addresses. That's when the pounding of the pavement begins. This is the only time you can go solicit for work. The Contractor would then contact Ray. He then receives a Letter of Introduction. The Contractor signs the letter and returns it. He puts it in the system, signs a contract with the State for an apprenticeship contract.

Bill Stark question

Do you check the hours from 80 to 85% and issue it to the company and the apprentice?

Ray Wiatt response

Yes

Lynn Jones question

How long does it take to get the rest results?

Ray Wiatt response

The response can be available the same day or it can be mailed out within the week. This would not occur only if there is a time where the ratios aren't right. Ratios - 10% of current apprenticeship need to be back working before the area can be opened. Local 461 now has about 45 apprentices. All but 4 of the apprentices need to be working to bring on more. This ratio method protects an apprentice that's already an apprentice.

Michele Carter question

Can someone be a laborer and not be an apprentice?

Ray Wiatt response

Yes

Michele Carter question

How many contractors are signatory to the laborer apprenticeship? Laborers are relatively new to the apprenticeship process. Union vs Merit shop.

Ray Wiatt response

Signatory List can be obtained and provided. It's a big book.



Wisconsin Department of Transportation



Michele Carter response

We're concerned about people getting into a sustainable career. Apprenticeship is sort of a maze – you've got to be a part of union. There are some intricacies to the program. The employers are the only ones that can hire – not the union or WisDOT. The union does the sign-up. The apprenticeship is the formalized career. There's other ways in and the challenge is making it make sense to the people that the Stakeholders want to get jobs. Most contractors are union; however, some are non-unions. There are journeymen to apprenticeship ratios. There's a gateway. A variety of contractors that are requiring their workers to come to take a training course, that are not apprentices to keep their training up.

Bill Stark question

Today if someone wanted to start, can they get into the Laborers union without going through the apprenticeship program? (e.g., hired by the contractor as journeymen)

Ray Wiatt response

Yes

Bill Stark question

Is it a contractor's choice?

Ray Wiatt response

They interview the people. They decide to bring them into the apprenticeship program. If they have experience and knowledge they'll bring them in.

Nicole Hunt response

Graduates have gotten hired on; but, they find that they don't keep the job. They are the first one laid off and have a harder time finding work. Don't advise it. Training is free. It's huge for the contractor. OSHA, etc. that needs to be kept up.

Olatoye Baiyewu response

Sometimes a contractor doesn't have the opportunity to hire an apprentice because of the ratio. We suggest that you let them hire the person in an area of need (e.g., flagger). When the apprenticeship opportunity opens up, they will work with the employee because of their performance.

Michele Carter response

The reason we're doing this is because it's education. It's confusing on how to get into construction: apprentice, tests, etc. – "We appreciate people that come in to help unravel the maze."



Wisconsin Department of Transportation



Michele Carter – WisDOT DBE Program Chief/Facilitator **Rock County Stakeholder Committee Action Plan – How do you Identify Success?**

We want to see more people understanding the process. We wanted to see people moving, going to orientation.

Michele Carter question to Rhonda Suda
Do you document where people are from?

Rhonda Suda response
We can ask them how many people are from the area and funnel resources.

Sheila Deforest question to Rhonda Suda
Do you keep track of demographics (ethnicity and race)?

Rhonda Suda response
That information is on the State access system. The data is there and trackable; but, run age, race, sex and prior skills – the answer would not be available immediately. It can, however, be done in 5 days.

Sheila DeForest question
Can we see that information?

Rhonda Suda response
Yes

Michele Carter response
How are we measuring Success as a Stakeholder Committee?

- Measure – An active database
- No guaranteed training, jobs and money – WisDOT can guarantee training.
- Sustainable, living wages is an important criteria
- Visibility – reporting demographics and accountability
- Some sort of list that says people from the area
- Is it enough to be a check box (zip code), how do we track it

Rhonda Suda response
The unemployed is easy. The underemployed is more difficult to define (e.g., wages, ratio to wages, socio-economic issues in community, etc.). Ten dollars could lead to self-sufficiency in Rock County; but, maybe not in Milwaukee. Programs have their own definition. It's important to come up with a definition as it relates to what you're trying to accomplish.

Michele Carter response
A construction-related job can be a description [e.g., CNA making \$8-\$9/hr and gets a construction job for \$30/hr (prevailing wage rate)]. But being from an \$8-\$9/hr job and not ready for road construction (paying off tickets); but building job for \$12/hr – not good prevailing wage; but, giving them time.



Wisconsin Department of Transportation



Lynn Jones response

Sometimes less is made. Use 200% of poverty.

Michele Carter response

Success for this group is a certain amount of wages - 80% - \$18 - \$24 for Laborer Apprenticeships

Joe Oswald response

Hourly rate depends on the hours of work that can reduce amounts.

Michele Carter response

We are looking at time factor and hours worked and the wage.

Sheila DeForest response

Can we say annual income?

Wanda Sloan response

Can they gain skills that are transferable?

Stan McCay response

This is going global (e.g., not alluding to any long term sustainable employment; but, trying to get a training center down here).

Michele Carter response

We will continue with labor presenters at the next meeting.

Sue Jersild response

We, Rock Roads, are looking for people that are safe on the job and to get people trained correctly - emphasis on training. They will be successful if they want to be. It's 'an automatic' that they will be successful. We need people safe on the job - #1.

Walter Knight response

The TrANS program is an opportunity to ease into the apprenticeship program. Michele Carter confirmed this response.

Michele Carter – WisDOT DBE Program Chief TrANS RFP Process

Once the DBE Office's work is done, it can't be talked about it. No one answer for the TrANS RFP. WisDOT's Lori Weaver, in the purchasing area, administers the process.



Wisconsin Department of Transportation



Vincent Fisher – Committee Facilitator

Upcoming Meeting Dates / Announcements

Vincent announced that the next Rock County Stakeholder Advisory Committee meeting will be held on Wednesday, July 17th from 3:30 – 5 p.m. at the Blackhawk Technical College, 6004 S. County Road G, Training Room 2606, Central Campus, Upper Level

The Meeting Adjourned at 5 p.m.