



**Rock County Stakeholder Advisory Committee**  
**Wednesday; December 18, 2013; 3:30 – 5 p.m.**  
**Beloit Utilities and Engineering Facilities**  
**Meeting Summary**

Attendees

Olatoye Baiyewu, First Choice Pre-Apprenticeship Training  
Gregory Boysen, Public Works Director, City of Beloit  
Michele Carter, WisDOT DBE Program Chief  
Alicia Griffin, Serendipity Communications, DBE Liaison Officer  
Nicole Hunt, First Choice Pre-Apprenticeship Training (by telephone)  
Lynn Jones, E&T Community Action, Inc.  
Walter Knight, Rock County Opportunities Industrialization Center  
Ericka Rebout, Rock Roads  
Rosalind Roberson, WisDOT Program Office (by telephone)  
Debbie Schanke, DWD BAS (by telephone)  
Kim Schauder, WisDOT Supervisor, I-39/90  
Randy Terronez, Assistant to the County Administrator, Rock County

WisDOT I-39/90 Project Update / Kim Schauder, WisDOT I-39/90 Supervisor

Kim provided an update on the I-39/90 project. Updates included:

- In response to previous inquiries by stakeholders related to the material that is removed from the property, Kim shared that the material that is on the site and removed by the contractor becomes the property of the contractor.
- The 511 Site has been updated and is still a work in progress. Kim encouraged stakeholders to set up a My 511 account on the site which will allow them to set up of 1) Alerts with messages being sent to an email and 2) A home screen. Kim further shared that there were still some bugs on the site and the I-39/90 Project Team would welcome input from the Stakeholders.

Document Review / Michele Carter, WisDOT DBE Program Chief

**Rock County Committee Schedule & Timeline**

Michele presented and reviewed a series of Nineteen (19) Sample of Stakeholder Advisory Committee Reports produced for other mega-projects including:

1. Mega Project Stakeholder Advisory Committee, Schedule and Advisory Committee
  - Advisory Committee: Steps 1 – 6
  - Subcommittees: Steps 7 – 10
  - Labor Committee: Steps 7 – 10
  - Business Committee: Steps 7 – 10



2. Dane County Stakeholder Committees, I-39/90 & US 18/151 Verona Road, 2013 Schedule and Timeline II, Steps 7 – 10 (November 2012 – December 2013 Tasks) for both the Labor and Business Subcommittees
  - Step 7: Define & Begin Subcommittee
  - Step 8: Participation Alternatives
  - Step 9: Opportunity Analysis for Business and New Hires
  - Step 10: Compliance Requirements & Efforts
  - Subcommittee Meeting Agenda
3. Mega-Project Labor Development Subcommittee – Aspirational Labor Goal Setting
  - Concept
  - Framing Considerations
  - Process
  - Aspirational Labor Formula Defined
  - Assertion
4. Instructions for Calculating Labor Aspirational Goals on Mega-Projects
  - Step 1: Identify work elements and their corresponding categories
  - Step 2: Determine existing pool of ready, willing and able workforce from community sources
  - Step 3: Determine maximum need for 'protected class' workers on mega project based on potential new hires
  - Step 4: Determination adjustment factor between project-generated need and formal industry resources; ensuring consideration for dislocated, laid-off workers
  - Step 5: Document name, skill set, contact information of the RWA workers into a database housed and maintained at WisDOT
5. Labor Aspirational Goal Worksheet (Form)
6. Data Collection for Labor Aspirational Goal Worksheet

NOTE: USDOL Minority Labor Goals: Dane County – 2.2%, Rock County – 3.1%,  
Female Labor Goal: 6.9%

  - Community Based Organizations:
    - YWCA of Madison (TrANS)
    - CWDA (Operation Fresh Start, START, Tools for Tomorrow, CTI)
  - School Systems
    - MATC, Blackhawk Technical College
    - Sun Prairie Diesel School
    - Department of Public Information
  - Government Agencies
    - Bureau of Apprenticeship Standards
    - Workforce Investment Board (WIA) Job Centers
    - Veterans Affairs, Department of Corrections



## Wisconsin Department of Transportation



- Correction Unions
  - Carpenters
  - Cement Masons
  - Construction Laborers (Local 464)
  - Electrical, Ironworkers
  - Operating Engineers
- 7. Survey of Construction Career Preparation Programming (2-Page Survey Form)  
WisDOT uses this survey in an effort to review its investment in promoting equity and access to the potential new workforce generated by road construction projects.
- 8. Labor Fact Sheet – Labor Development Program (TrANS)
- 9. TrANS Monthly Activity Assessment Report Form (2-page form)
- 10. TrANS Program Year for Green Bay (March 2013 –February 2014) and Mole Lake (March 2013 – April 2014)
  - The numbers are detailed into the following project area categories:
    - Screened
    - Trained
    - Placements
- 11. TrANS Summary Report – October 2013 (Green Bay and Mole Lake)
- 12. WRTP/Big Step TrANS Status Report for the I-94 Freeway Project Milwaukee County Labor Development Committee (3<sup>rd</sup> Year – December 2011 – November 2012)
  - This report is detailed by:
    - Orientations
    - Community Referrals
    - TrANS Applicants
    - TrANS Trainees
    - TrANS Graduates
    - TrANS Placements.
  - The numbers are categorized by:
    - Minority Males
    - Minority Females
    - Non-Minority Females
    - Non-Minority Males.
- 13. I-94 North-South Freeway Project Minority Report, Disadvantaged Business Enterprise (DBE Summaries) for Construction Contractor Employment Figures Through December 31, 2011 - January 2012 Report
  - A total of 16 individual projects in Milwaukee, Racine and Kenosha Counties are outlined in the project report



- The items outlined in the report include:

- Total Employees Head Count
- Total Employee Work Hours
- Total Minority Head Count
- Total Minority Work Hours
- Total Female Head Count
- Total Female Work Hours

14. Workforce Utilization Report (Head Count) Report for the N-S Freeway, Mitchell Interchange, College Avenue – Howard Avenue (State ID: 1030-20-72) for All Contractors during the 7/28/2010 – 2/14/2012 Construction Period.

- Construction Group/Classifications include:

- Heavy Equipment Operators
- Laborers
- Skilled Trades
- Truck Drivers

- Construction Trades include:

- Apprentice
- Journeyman
- Trainee

- Classifications include:

- Caucasians
- African Americans
- Hispanic
- Native American or Alaskan
- Asian or Pacific Islander
- Total Female
- Total Minorities

15. Zip Code / Head Count Geographic Analysis Report for Completed Construction Projects in Brown & Winnebago Counties for All Contractors

- A total of 16 projects are listed

- Classifications include:

- Caucasians
- African Americans
- Hispanic
- Native American or Alaskan
- Asian or Pacific Islander
- Total Female
- Total Minorities



16. Total Construction Contractor Employment Figures through September 30, 2013 for 41 Connecting Wisconsin

- The project area includes Brown & Winnebago
- There is a 10% Minority Aspirational Goal
- The Classifications include:
  - Construction contract amount
  - Total employee head count
  - Total employee work hours
  - Total head count
  - Total work hours for both females and minorities

17. Total Construction Contractor Employment Figures through September 30, 2013

- The report includes 45 projects in Brown County
- The Classifications include:
  - Project descriptions
  - Prime contractors
  - Total construction contract amount
  - Individual project amount
  - Percent project complete
  - Total employees head count
  - Total employees work hours
  - Total head counts, total work hours for
    - Females
    - Minorities
    - Male native Americans
    - Female native Americans

18. Marquette Interchange Project, Total Employment Figures from the Civil Rights Compliance System through September 30, 2009

- The report includes 16 projects
- The classifications include:
  - Project descriptions
  - Total employee count
  - Total employee work hours
  - Total minorities head count
  - Total minorities work hours
  - Total females head count
  - Total females work hours

19. I-94 North South Freeways Project, Workers by Fiscal Year – Racine, Kenosha and Milwaukee Counties

- 2009 – 2016: Estimated Number of Workers Racine/Kenosha and Milwaukee



After Michele Carter gave an overview of the above reports and/or forms, there was a discussion based on the distributed documents.

### **Survey of Construction Career Preparation Programs Checklist of WisDOT's Transportation and Alliance for New Solutions (TrANS) Program**

They are able to compare training that some people have had and modify it to fit what's required for TrANS graduation. Some individuals may not require the full 120 hour TrANS training to participate.

Lynn Jones question: Are there standardized assessments?

Michele Carter response: The assessments vary. That's why the first page is open-ended. The second page is more detailed. At that point, the gaps are determined and assessed?

Walter Knight question: Are minority females counted as a minority and not as a female similarly in all categories?

Michele Carter response: In the DBE program, people self select their categories. The federal government places white females in the female group because they don't fit in any other group. A black woman is 'blacker than they are female'.

Erica Rebout response: Female and minority are both counted on EEO.

Olatoye Baiyewu response: When contractors are looking for laborers, they ask for they are looking for (e.g., female, minorities, etc.). Often when contractors are looking to hire flaggers, females are chosen.

Michele Carter indicated that Rock County Stakeholders can use the sample reports that were distributed at this meeting to determine the number and information that would like to see included during future Rock County Stakeholder Advisory Committee.

Gregory Boysen question: When can we begin seeing these reports?

Michele Carter response: Reports can be distributed before the next meeting, February 2014. Electronic versions of the reports will be provided to Alicia Griffin for distribution.

### Suggested Next Steps

- Gregory Boysen: At the next meeting after reviewing the reports, it will be a perfect context for real numbers to get what Stakeholder members would like to have.
- Kim Schauder: This group should provide feedback on the information presented which would include putting notes on items that they believe requires further clarification.

Lynn Jones question: Are we going to begin work on Aspirational Goal Sheet for next meeting?

Michele Carter response: We will start collecting data and information and will begin discussion on who else is doing construction-related preparation in the area.



## Wisconsin Department of Transportation



Lynn Jones question: Can clarification be given on the minimum requirements of TrANS? That's because it appears to be a variance of the requirements in different areas (e.g., 8<sup>th</sup> grade and 6<sup>th</sup> grade requirement for TABE tests).

Michele Carter response:

1. The minimum is based on what the road construction requires. Page 2 of the survey is a description of what contractors on Wisconsin road construction projects have indicated that they needed. The program is built to their needs. If the program doesn't meet their minimums, the contractors won't use their participants.
2. Participants would need to be at a level to do training. For example, a TrANS provider may have a math teacher that can help people who start at a lower testing level, which means a lower score can be accommodated. With that scenario, though, a participant would still need to be prepared at the end of the training. Each provider has a different strength. In the end, though, a participant still would have to look good to a contractor.

Olatoye Baiyewu response: An example would be with a person with a 6<sup>th</sup> grade understanding. They will fail the test. The test is based on a 10<sup>th</sup> grade understanding. If a participant has a score of 8.8 they can be worked with. It would, however, take a person with 6<sup>th</sup> grade score more than 120 hours to bring them up to an 8<sup>th</sup> or 9<sup>th</sup> grade score level.

At the next meeting, Stakeholders will decide on type of reports and what they should look like.

Meeting Adjourned 5 p.m.

### NO JANUARY 2014 MEETING

Next Meeting:

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

Date: Wednesday, February 19, 2014

Time: 3:30 – 5 p.m.

Location: **Beloit Utilities and Engineering Facilities  
2400 Springbrook Court; Beloit, WI**