



Preliminary Design Project  
Dane County Stakeholder No. 6 Notes  
Verona Road–Contract 1206-07-06/09  
Wisconsin Department of Transportation (WisDOT)  
March 7, 2012, 5:30 P.M.

**Project:** Verona Road Interchange, I.D. 1206-07-06/09

**Strand Job No.:** 1089.320

**Meeting Location:** Strand Associates, Inc.<sup>®</sup>, 910 West Wingra Drive, Madison, WI 53715

**Meeting Purpose:** Dane County Stakeholder Meeting No. 6

**Present:**

See attached Sign-In Sheet

**In attendance by phone/Internet live meeting:**

Rosalind Roberson

Katrina Feltes

Norman Davis

**Meeting Handouts (provided via e-mail before the meeting)**

- Sign-in sheet from February 1, 2012 meeting
- Meeting notes from February 1, 2012 meeting
- Updated timeline
- Meeting Agenda
- 2012 Partnering for Employment Workshop
- Dane County Committee Priorities Analysis
- Action Plan of Priorities

**Discussion:**

**Action:**

1. Welcome and Opening Remarks

Notes from the last meeting were provided on-screen for those present and attending by Internet live meeting and were reviewed. Rochelle asked if any changes were needed to the notes. No changes were requested.

Rochelle requested a motion to approve meeting notes—so moved by Al and seconded by Paul.

Rochelle led the group through a review of the project binders that were provided at a previous meeting. Rochelle requested Strand will prepare some additional binders for additional committee members.

Joe provided project summaries for the I-39 and Verona Road projects based upon previously provided handouts to the group.

I-39 Summary

I-39 will include reconstructing I-39 from the Beltline in Dane County to the state line in Rock County. Reconstruction will include expanding the corridor to a six-lane freeway, reconstructing approximately 100 to 150 bridges and overpasses including approximately 11 interchanges (four in Dane County). Types of jobs available include laborers, operators, carpenters, ironworkers, cement finishers, flaggers, and truck drivers. Joe noted the project is anticipated to span eight construction seasons between 2013 to 2020. He noted the overall cost for the Dane County portions is approximately \$218 million, with trades positions paid at approximately \$38.00 an hour and approximately



**Discussion:**

**Action:**

860,000 labor hours available for the Dane County portion (see binder materials).

Verona Road Summary

Verona Road will include the reconstruction of the Beltline and Verona Road diamond interchange to single-point interchange. The project will include work on the Beltline between Seminole Highway and Gammon Road as well as work on Verona Road between CTH PD and Nakoma Road. A diamond interchange is anticipated at CTH PD with Verona Road passing over CTH PD. Types of jobs available include laborers, operators, carpenters, ironworkers, cement finishers, and truck drivers. Joe noted the project is anticipated to span eight construction seasons between 2013 to 2020. He noted the overall cost for the project is approximately \$123 million, with trades positions paid at approximately \$38.00 an hour and approximately 405,000 labor hours available (see binder materials).

Michele said the timelines have been updated. She stated that the committee is currently working through step number 4.

2. Opportunities and Barriers Analysis

Michele led a review of the Opportunities and Barriers analysis based on the Dane County Priorities document that was provided via e-mail before the meeting. She noted the priorities were categorized into five goals. She asked whether the committee felt the goals and priorities were a fair reflection of the discussions to date?

- Goal No. 1: Clay added encouraging females/minorities by “creating a recruitment facilitators guide.” The guide should provide technical assistance for targeted recruitment. Michele said this goal could be added to “Resources Needed” on the action plan.
- Goal No. 2: No comments/additions.
- Goal No. 3: Karen said the goal states “provide survival training for small businesses.” Karen suggested that an additional goal should be added with same goal for new apprentices in Goal No. 1.
- Goal No. 4: A question was asked about setting DBE goals for the State of Wisconsin. Michele noted that WisDOT follows the goals set by the federal government because WisDOT receives federal funding for projects.
- Goal No. 5: No comments/additions.

Michele added if additional goals or comments are identified, they can be sent to Rochelle via e-mail for inclusion in the document.

3. Presentations by Participating Partnership Groups with this Committee

Rochelle presented a review of small partnership groups that would be presenting to the committee. She noted that Andrea would be presenting tonight regarding the WisDOT Labor Efforts in the SW Region. Also

**Discussion:**

**Action:**

presenting tonight will be the Operating Engineers Local 139, the Division of Workforce Development, and the START Program.

Next meeting will have presentations by CPC, TRANS of Madison, Tools for Tomorrow and CWD.

- a. Paul suggested a presentation of Laborers Union.
- b. Mary suggested Pete from the Ironworkers Union present.
- c. Rochelle suggested committee members ask their community organizations to present as well.

**Presentation by Andrea Moore: WisDOT Labor Efforts (see attached PowerPoint presentation and reporting methods–Attachments A through E).**

Questions and comments provided by the committee during the presentation:

- a. Karen M: How many contractors are reviewed through compliance regulations for EEO compliance and providing opportunities for minorities and women and how are they selected?  
Andrea: Usually 20± separate contractors are reviewed annually. The contractors typically have multiple contracts with WisDOT.
- b. Ron Smith: Is there a list of contractors that historically bid for DOT contracts?  
Michele/Andrea: Yes, WisDOT keeps a listing of eligible contractors.
- c. Karen: If 20± contractors have multiple contracts, does WisDOT review all the contracts of that contractor for EEO compliance?  
Michele: Contract reviews are variable and project-specific.
- d. Richard Bryant: What are the consequences of noncompliance with EEO by a contractor?  
Andrea: Usually firms have an opportunity to correct issues and maintain compliance. If compliance is not met, other options that are available include sanctions, withholding funds from the project, and debarment. If a contractor is debarred, it is typically for 18 months but this course of action is rarely taken by WisDOT.
- e. Ron Smith: What is the reporting requirement for firms to report on EEO progress?  
Andrea: Electronic payroll.
- f. Richard: Would like to see other organizations, besides the TrANS program, get recognition for training.  
Michele: The WisDOT-sponsored TrANS program is a competitive process. There is an opportunity for other organizations to partner with WisDOT in this process through the RFP process.
- g. John Steiner: TrANS is utilized on many WisDOT projects, not just the Verona Road or I-39 projects.
- h. Michele: WisDOT lets about 40 projects monthly except for the month of October. She offered to provide a list of all contractors that utilize TrANS students for the committee at the next meeting.
- i. Cindy: There is a \$5.00/hour subsidy provided by WisDOT for up to 2,000 hours for contractors that agree to utilize either a TrANS graduate or apprentice. Do contractors receive this benefit on each project that includes

**Discussion:**

**Action:**

the provision?

Andrea: Yes.

- j. Kevyn: The TrANS program has the capacity to accept 30 students each session but the biggest obstacle is an applicant having a valid driver's license. When the applicant is screened, a driver's license check is completed. If the applicant does not have a valid driver's license, they are directed to the driver's license recovery program.

Andrea: Workforce Development Center has good partnership potential to help TrANS address driver's license recovery efforts.

Andrea: Driver's license is the no. 1 barrier, but other barriers include drug testing and education levels of testing (reading, math).

- k. Kevyn will present to the group in April 2012 and will talk about the screening process in more detail.

**Presentation by Dan Sperberg of Operating Engineers Local 139**

An operating engineer is one who works as a heavy equipment operator, mechanic, or surveyor on a construction site. Apprenticeship is an excellent way to learn this trade and to earn an income at the same time. The system is designed to give someone who knows little or nothing about the trade the knowledge to become an operator. The average length of an Operating Engineer apprenticeship is three to four years (minimum of 6,000 hours). During this period, apprentices learn their trade by (1) working with skilled journeymen on actual job sites and (2) attending related classroom instruction.

All classroom instruction is accredited through the Wisconsin Technical College System and includes various certifications including, but not limited to, OSHA10+, MSHA New Miner, 1st Aid/CPR, Telehandler/Forklift, Hazardous Material Handling, and Operator Qualification as well as in-seat equipment training.

Applications for the apprenticeship program are only available at information sessions that are held on the second Tuesday of the month between May and October. Individuals must meet the following minimum requirements for the program:

- Minimum age of 18.
- Valid Driver's License (copy required).
- High School Diploma or GED (copy or transcripts required).
- Must be able to meet the physical requirements of the job, which include working in a variety of weather conditions and confined areas with or without reasonable accommodation.
- Must complete a written Job Skills Test that is given at the information sessions (\$15.00 fee at the time of testing).

After completing an apprenticeship, operators are encouraged to stay on top of technological advances in construction equipment and other issues related to construction. By constantly expanding their skills and enhancing their versatility, operators substantially increase their opportunities to get good jobs and keep them.

**Discussion:**

**Action:**

Please feel free to view the Web site at [www.woetrainingcenter.org](http://www.woetrainingcenter.org) for additional information.

Questions and comments provided by the committee during the presentation:

- a. Jim Monroe: Does a GED work in place of high school diploma?  
Dan: Yes, it is an acceptable replacement.
- b. Al: What is the cost of the program for participants?  
Dan: No costs. Union picks up cost of entire training.
- c. Tim Alston: Have there been a lot of retirements in the operating engineers field?  
Dan: There are about 100 retirees a year. The union tries to bring in 100 new operators a year to keep up with demand.
- d. Jim Monroe: How many and what types of criminal offenses can a person have?  
Dan: Really depends on the offense.
- e. Eugene: Does this include their criminal background check too?  
Dan: Yes, but if they put down every offense they can still get into the program.
- f. Ron Smith: Any other apprenticeship programs available?  
Dan: Yes, for example, carpenters and iron workers.
- g. Richard Bryant: There is a program that began at the first of this year (January 1, 2012) that if your license is revoked due to fines, one could go and work out a payment plan to repay the fees. Drug Corp could discuss this option with the group.
- h. Paul: What does the operators union “bench” look like?  
Dan: 4,000 overall membership with 250 apprenticeships.
- i. Rochelle: What is the apprenticeship diversity?  
Dan: Approximately 12 percent minority with women being tracked separately. The overall goal is 20 percent. Prevailing wage is about \$20 to \$30.
- j. James Monroe: Historically why are minorities not involved?  
Dan: Travel is the biggest issue. Dan gave an example of a typical operators schedule and how a reassignment to various projects works.
- k. James Monroe: So is there minority involvement but not the follow through once they learn the way the scheduling works?  
Dan: Yes.
- l. Michele: A reality of road construction is travel. People are reassigned to many projects and travel is a requirement.
- m. Kevyn: The travel is the biggest hurdle especially for parents and single parents in the summer.
- n. Richard Bryant: Are qualifications on the Web site?  
Dan: Yes, visit: [www.woetrainingcenter.org](http://www.woetrainingcenter.org).

**Presentation by Karen Morgan explaining her role in the Division of Workforce Development (DWD) as oversight of the programs to see that they are operating legally.**

There are DWD staff all over the state of Wisconsin with 13 field offices. Karen said that her presentation focuses on getting and keeping women in apprenticeships. Over 200 occupations are available for apprenticeship.

**Discussion:**

**Action:**

Statistics are available at: [www.wisconsinapprenticeship.org](http://www.wisconsinapprenticeship.org).

Over the past 10 years, women/minority participation numbers were very low. To discover reasons for the low numbers, Karen has been working with focus groups, compiling surveys, trying to get at the issues that are barriers for women/minorities. The answers have seemed to vary depending on the field.

Retention: Minorities and women cancel at a much higher rate than white males. DWD has been funding programs for retention strategies that include mentorships to help keep women and minorities. Have found that mentorship programs help. Members are matched with same diversity mentor.

As time for this meeting was short, Rochelle asked Karen to return and speak more about the programs.

**Presentation by Mary Watrud for the Skilled Trades Apprenticeship Readiness Training (START) and Construction Workforce Diversity Alliance (CWDA) programs.**

a. START began as a program established under Centro Hispano of Dane County in partnership with the Building and Construction Trades Council of South Central Wisconsin. On October 5, 2007, the Construction Training, Inc. program was incorporated to run the START program.

(1) START includes 17 trades and offers:

- Tutoring and classes
- Work clothes such as boots and coveralls
- Work with the City of Madison to participate in local construction projects
- Work with WHEDA
- Transportation to Union testing

(2) START includes:

- Representatives from various apprenticeships such as electricians, iron workers, and carpenters.
- Contractor representatives from J.H. Findorff and Westphal Electric
- Representatives from trade organizations

b. Construction Workforce Diversity Alliance (CWDA)

- Began September 2003 to address inequity in the numbers of women and minorities in the construction apprenticeships.
- Created universal documents on apprenticeships and preparatory programs
- Staffed by volunteers

Questions and comments provided by the committee during the presentation:

a. Kevyn: How many classes each year?

Mary: There are five 6-week sessions a year at various locations (East



**Discussion:**

**Action:**

Madison, Allied Drive, Northport, Lussier center). Sessions start the second week of February and end in November.

b. Kevyn: When is the Pheasant Ridge event?

Mary: May 15, 2012.

4. Michele noted that she appreciated the good discussion at tonight's meeting and looks forward to continuing into Step 4 of the timeline with additional presentations at the next meeting.
5. The next meeting will be held Wednesday, April 4, 2012, from 5:30 to 7:30 P.M. in Madison at the Strand Associates, Inc.<sup>®</sup> office located at 910 West Wingra Drive. If you have questions about the meetings, please use John's staff contact information to provide questions and comments. The e-mail is [Studesville@inexpress.net](mailto:Studesville@inexpress.net).

The meeting adjourned at approximately 7:30 P.M.

If there are any additions or comments on these minutes, please call (608) 251-4843 or e-mail Joe.

Prepared by Joe Bunker and Wyolanda Singleton and respectfully submitted to participants and invitees.

c: All Participants and Invitees



## Dane County Stakeholder Committee Focus: Verona Rd & I-39/90 Projects

March 7, 2012  
5:30 PM - 7:30 PM

Strand and Associates  
910 West Wingra Drive  
Madison, Wisconsin 53715

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### AGENDA

- **WELCOME AND INTRODUCTIONS**  
(5mins.)  
Rochelle Codlyn -WisDOT  
Committee Facilitator
- **PROJECT UPDATES: PROGRESS**  
(5-10mins)  
Project Team
- **DRAFT ACTION PLAN: EDITS AND UPDATES**  
(10 mins)  
Michele Carter – WisDOT
- **WORKFORCE DEVELOPMENT PRESENTERS**  
(April and May Meetings)  
Rochelle Codlyn
- **LABOR PRESENTATIONS:** (15mins each)
  - ✚ WisDOT Labor Efforts  
Andrey Moore
  - ✚ Operating Engineers Apprenticeship Program  
Dan Sperberg
  - ✚ Bureau of Apprenticeship Standards  
Karen Morgan
  - ✚ CTI and S.T.A.R.T  
Mary Watrud
- **COMMITTEE NEXT STEPS: REVIEW TIMELINE**  
(5mins)  
Michele Carter –WisDOT
- **UPCOMING MEETING DATES/ANNOUNCEMENTS**  
(5mins)  
Rochelle Codlyn-WisDOT

#### Next Meeting

Date: April 4th, 2012

Time: 5:30-7:30p.m



| <b>Representing</b>   | <b>Contact Name</b>   | <b>Telephone #</b>             | <b>Email</b>   |
|---|---|--------------------------------|--|
| <i>{Media} Cap City Hues</i>  | Jonathan Gramling   | 608.241.2000                   | <a href="http://www.capitalcityhues.com">www.capitalcityhues.com</a><br><a href="mailto:sales@capitalcityhues.com">sales@capitalcityhues.com</a>   |
| <i>{Media} Capitol Times</i>  | Paul Fanlund, Editor<br>Chris Murphy, Managing Editor<br>Judy Ettenhofer, News Editor | 608.252.6400                   | <a href="mailto:pfanlund@madison.com">pfanlund@madison.com</a><br><a href="mailto:cmurphy@madison.com">cmurphy@madison.com</a><br><a href="mailto:jettenhofer@madison.com">jettenhofer@madison.com</a> |
| <i>{Media} La Comunidad</i>   | Rafael Viscarra   | 608.237.1557                   | <a href="mailto:editor@wisclatinonews.com">editor@wisclatinonews.com</a><br><a href="mailto:viscarra.rafael@gmail.com">viscarra.rafael@gmail.com</a>   |
| <i>{Media} Umoja</i>  | Milele Chikasa Anana  | 608.242.1400<br>608.345.9602   | <a href="http://www.umojamagazine.com">www.umojamagazine.com</a>   |
| <b><i>African American Black Business Association (AABBA)</i></b>                                     | Joseph Roy, President   | 608.576.4526                   | <a href="mailto:aabbanet@gmail.com">aabbanet@gmail.com</a><br><a href="mailto:websites@roytek.net">websites@roytek.net</a>   |
| <b><i>African American Churches</i></b><br><i>{Madison web site for listing of churches of color}</i> | David Smith   | 608.345.0148<br>608.255.8484   | <a href="mailto:Lgtc1670@yahoo.com">Lgtc1670@yahoo.com</a>   |
| <b><i>African American Faith Based Community</i></b>  | Bishop Eugene Johnson   | (608) 278-1393                 | <a href="mailto:ejohnson@mpachurch.org">ejohnson@mpachurch.org</a>   |
| <b><i>African Association of Madison</i></b>  | Nasra Wehelie<br>Godwin Amegashie,<br>Chair   | (608) 338-8212<br>608.258.0261 | <a href="http://www.africanassociation.org">www.africanassociation.org</a>   |
| <b><i>Allied Drive Neighborhood Association</i></b>   | Robert Artis<br>Selena Pettigrew,<br>President  | (608) 257-0143<br>773.515.7916 | <a href="mailto:spettigrew@bgcdc.org">spettigrew@bgcdc.org</a>   |
| <b><i>Allied Drive Neighborhood Task Force</i></b>  | Lorri Wendorf   | (608) 261-9121                 | <a href="mailto:lwendorf-corrigan@cityofmadison.com">lwendorf-corrigan@cityofmadison.com</a>   |
| <b><i>Allied Dunn's Marsh Neighborhood Association Representative</i></b>                             | Selena Pettigrew  | 608.204.9722 (wk)              | <a href="mailto:spettigrew@bgcdc.org">spettigrew@bgcdc.org</a>   |
| <b><i>Boys &amp; Girls Club of Dane County</i></b>  | Michael Johnson   | (608) 257-2606                 | <a href="mailto:mjohnson@bgcdc.org">mjohnson@bgcdc.org</a>   |
| <b><i>Building Trades Council</i></b>   | Steve Breitlow, President<br>Dave Branson, Executive Director                         | (414) 530-8404<br>608.256.3161 | <a href="mailto:btrades@sbcglobal.net">btrades@sbcglobal.net</a>   |

| <b>Representing</b>  | <b>Contact Name</b>              | <b>Telephone #</b>               | <b>Email</b>   |
|--|----------------------------------|----------------------------------|--|
| <b><i>Business Loan Programs</i></b>   | Leni Siker<br>{SFS Group Ltd. }  | (414) 265-7388                   | <a href="mailto:lsiker@sikerconsultinginc.com">lsiker@sikerconsultinginc.com</a>   |
| <b><i>Center On Wisconsin Strategy (COWS)</i></b>  | Joel Rogers                      | 608.262.4266                     | <a href="mailto:jrogers@cow.s.org">jrogers@cow.s.org</a>   |
| <b><i>Centro Hispano of Dane County</i></b>  | Kent Craig                       | (608) 255-3018                   | <a href="mailto:kent@chdc.us">kent@chdc.us</a>   |
| <b><i>City of Madison</i></b><br>{Small Business development Funding}                      | Bill Clingan<br>Mike Miller      | 608.267.0740<br>608.266.4916     | <a href="mailto:wclingan@cityofmadison.com">wclingan@cityofmadison.com</a><br><a href="mailto:mmiller2@cityofmadison.com">mmiller2@cityofmadison.com</a> |
| <b><i>Community Development Block Grant</i></b>  | Bill Clingan                     | (608) 266-6520                   | <a href="mailto:wclingan@cityofmadison.com">wclingan@cityofmadison.com</a>   |
| <b><i>Construction Labor Management Council</i></b>  | Mike Engelberger                 | (608) 271-5501                   | <a href="mailto:clmewisc@att.net">clmewisc@att.net</a>   |
| <b><i>Construction Workforce Diversity Alliance (CWDA)</i></b> {under START program}       | Mary Watrud<br>Mary Knight       | (608) 628-3118<br>(608) 242-5286 | <a href="mailto:mary@chdc.us">mary@chdc.us</a><br><a href="mailto:mknight@matcmadison.edu">mknight@matcmadison.edu</a>                                   |
| <b><i>Department of Commerce</i></b><br>{MBE Directory & Contacts}                         | Seyoum Mengesha<br>Mary Gage     | 414.302.2807<br>608.266.2766     | <a href="mailto:Seyoum.mengesha@wedc.org">Seyoum.mengesha@wedc.org</a><br><a href="mailto:Mary.gage@wedc.org">Mary.gage@wedc.org</a>                     |
| <b><i>Education and Training Center</i></b><br>{AFL-CIO}                                   | Monica Littlegeorge              | (608) 355-2080                   | <a href="mailto:Monica.littlegeorge@comeherefirst.org">Monica.littlegeorge@comeherefirst.org</a>   |
| <b><i>Genesis Development and Social Services</i></b>                                      | Richard Bryant<br>Richard Harris | (608) 206-7175<br>(608) 698-6477 | <a href="mailto:rbryant@gecmadison.com">rbryant@gecmadison.com</a><br><a href="mailto:rharris@gecmadison.com">rharris@gecmadison.com</a>                 |
| <b><i>Hmong/SE Asian Community</i></b>   | Peng Her                         | (608) 204-0834                   | <a href="mailto:pengher@sbcglobal.net">pengher@sbcglobal.net</a>   |
| <b><i>Charles Hamilton Houston Institute for African American Economic Development</i></b> | Rev. James Monroe                | (608) 828-3975                   | <a href="mailto:James.monroe@supermedia.com">James.monroe@supermedia.com</a>   |
| <b><i>Huber Center for the Recovering</i></b>  | Jackie Weber                     | 608.284.6082                     |  |
| <b><i>Labor Development Incentive Program</i></b>  | Pat Schramm                      | 608.249.9001                     | <a href="mailto:pschramm@wbdscw.org">pschramm@wbdscw.org</a>   |

| <b>Representing</b>   | <b>Contact Name</b>               | <b>Telephone #</b>               | <b>Email</b>   |
|---|-----------------------------------|----------------------------------|--|
| <b>Laborers Local 464</b><br>{Laborers Apprentice Coordinator}                            | Cory McGovern                     | 608.244.6400                     | <a href="mailto:laborers@union464.com">laborers@union464.com</a>                             |
| <b>Latino Academy for Workforce Development</b><br>{Bridge lakepoint Neighborhood Center} | Baltazar Deamda                   | 608.310.4573                     | baltazarveracourt@yahoo.com  |
| <b>Latino Community</b><br>{Chief Executive Officer – Argus}                              | Dan Guerra                        | (608) 212-2391                   | <a href="mailto:dguerrajr@argusventures.com">dguerrajr@argusventures.com</a>                 |
| <b>Madison Chamber of Commerce???</b>   | Jane Boutelle, Business Resources | 608.443.1966                     | <a href="mailto:jboutelle@greatermadisonchamber.com">jboutelle@greatermadisonchamber.com</a> |
| <b>Madison College Apprenticeship Program</b>   | Jim Cook                          | (608) 246-5299                   | <a href="mailto:jhcook@matcmadison.edu">jhcook@matcmadison.edu</a>                           |
| <b>Madison-Area Urban Ministry</b>  | Linda Ketcham                     | (608) 256-0906                   | <a href="mailto:linda@emum.org">linda@emum.org</a>   |
| <b>MATC</b><br>{Help with DBE Certification}  | Chris Gruaeberg                   | (608) 243-4482                   | cgruneberg@madisoncollege.edu  |
| <b>NECA – IBEW Apprenticeship &amp; Training</b>  | Clay Tschillard                   | (608) 221-3321                   | <a href="mailto:clay@wijatc.org">clay@wijatc.org</a>   |
| <b>Operation Fresh Start</b>  | Greg Markle                       | 608.244.4721                     | gmarkle@operationfreshstart.com  |
| <b>Small Business Development Center</b>  | Linda Davis, Business Counselor   | 608.263.7680                     | ldavis@bus.wisc.edu  |
| <b>South Central Federation of Labor</b><br>AFL-CIO                                       | Jim Cavanaugh                     | (608) 256-5111                   | <a href="mailto:jim@scfl.org">jim@scfl.org</a>   |
| <b>Tools for Tomorrow</b><br>{A MATC Program}   | Mary Knight<br>Pat Schramm        | (608) 242-5286<br>(608) 249-9001 | <a href="mailto:mknight@matcmadison.edu">mknight@matcmadison.edu</a>                         |
| <b>Urban League of Greater Madison</b>  | Mark Richardson                   | (608) 729-1265                   | <a href="mailto:mrichardson@ulgm.org">mrichardson@ulgm.org</a>                               |
| <b>USDOL, office of Federal Contract Compliance</b>                                       | Annette Boivin                    | (414) 297-1561                   | <a href="mailto:Boivin.annette@dol.gov">Boivin.annette@dol.gov</a>                           |

| <b>Representing</b>  | <b>Contact Name</b>                  | <b>Telephone #</b> | <b>Email</b>   |
|--|--------------------------------------|--------------------|--|
| <b>USDOT/SBA</b><br><i>{Bonding}</i>   | US DOT                               | 202.366.4000       | tigerteam@dot.gov  |
| <b>Voices Beyond Bars</b>  | Jerome Dillard                       | (608) 320-0188     | Jerome@voicesbeyondbars.org  |
| <b>Westphal &amp; Co.</b>  | Mike O'shea                          | (608) 222-0105     | <a href="mailto:moshea@westphalec.com">moshea@westphalec.com</a>                   |
| <b>Wisconsin Technical System office</b>   | Daniel Clancy                        | 608.266.1207       | Daniel.clancy@wtcsystem.edu  |
| <b>WI Veterans Service</b>   | Mike Beck                            | (608) 242-4910     | <a href="mailto:Michael.beck@dwd.wisconsin.gov">Michael.beck@dwd.wisconsin.gov</a> |
| <b>Workforce Development Board</b>   | Pat Schramm                          | (608) 249-9001     | pschramm@wbdscw.org  |
| <b>Workforce Investment Board</b>  | Gary Denis                           | 608.267.9704       | Gary.denis@dwd.wi.gov  |
| <b>WTBA</b>  | Matt Grove, Director of Construction | 608.256.6891       | mgrove@wtba.org  |
| <b>Wisconsin Women's Business Initiative Corp.</b><br><i>{WWBIC}</i>   | Ruth Rohlich, SC Project Director    | 608.257.5450       | info@wwbic.com   |
| <b><i>The following contacts will need additional information(a name, address, or proper name of organization-dept would be helpful)</i></b> |                                      |                    |  |
| <b><i>African American Carpenters Council</i></b>  | James Greer???                       |                    | Need more information.   |
| <b><i>Ho Chunk Nation</i></b>  | { Ask Kelly Jackson }                |                    | Need more information  |
| <b><i>Jackson White and Associates</i></b>   |                                      |                    | Need more information  |
| <b><i>Madison Apprenticeship Program</i></b>   | Diana Schinall                       | 608.249.0910       | Need more information.   |

| Representing  | Contact Name | Telephone # | Email                  |
|---|--------------|-------------|------------------------|
| <i>MUTATES</i><br>{Mentoring and Soft skills group} |              |             | Need more information  |
| <i>Operation MAP</i>                                |              |             | Need more information  |
| <i>Trans Providers</i>                              |              |             | Need more information. |
|   |              |             |                        |
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# WISDOT LABOR EFFORTS IN THE SW REGION

*Dane County Stakeholder Committee  
Focus: Verona Rd & I-39/90 Projects*

# WisDOT Statewide Reports

- ▶ **1392** – The purpose of this report is to collect employment data (including a breakdown of all racial/ethnic minorities and females employed) on all Federal-Aid Contracts of \$10,000 or more for construction contractors with contracts for a period in July during peak construction season. *(Annually) See Attachment A*
- ▶ **1494** – This report tracks the total number of contracts awarded by FHWA and/or the State departments of transportation which are subject to the Davis Bacon and Related Acts and the Contract Work Hours and Safety Standards Act. *(Twice Annually)*

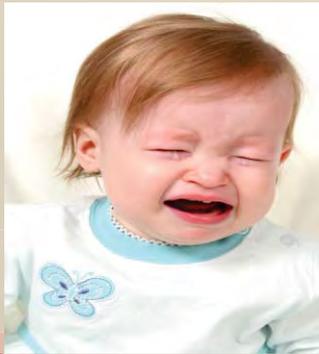
*See Attachment B (1&2)*

# Additional federal WisDOT requirements

***Annual EEO Reviews:*** *As a recipient of federal funding, contractors are responsible for providing equal employment opportunities to minority and/or women employees.*

FHWA has required WisDOT to complete 20 Annual Reviews

WisDOT heard the cries of our Stakeholders, Tribes, Elected Officials & the Communities and successfully completed **29** for FFY2011!!



Because of the increased number of projects/\$ in the recent years, we have raised the bar again & set a goal of **40** contractors for this current year FFY2012.



# EEO Review Process

- ▶ **Contractors are evaluated on the representation of racial/ethnic minorities and females in their workforce**
- ▶ **Minority hours worked**
- ▶ **Apprenticeship training opportunities**
- ▶ **Efforts to meet the FHWA 1273 equal employment opportunity contract requirements**
- ▶ **Efforts of outreach that demonstrate how minority employees are scouted.**

*See Attachment C & D (1,2 & 3)*

# WisDOT TrANS Program

- ▶ **TrANS** is Wisconsin DOT's investment in a resource to supply a diverse workforce to meet the demand created by its road construction projects.
- ▶ **TrANS** Addresses the construction contractor's comment, "there are no qualified minorities"

5 *See Attachment E*



- ▶ Currently WisDOT has a TrANS Program that caters specifically to our Southwest Region:

### ❖ YWCA of Madison

- ▶ WisDOT has competed aggressively with other states for Federal OJT/SS funds to sustain all of our Statewide TrANS Programs, but in the past years it's been our Tribal TrANS that have received that funding.
- ▶ WisDOT applied for similar OJT funds this past year (2011), but was only granted \$38,000 toward the YWCA of Madison Program. This is due to a new formula used by the feds to equally distribute funds amongst states requesting funding.

# TrANS & CRCS CONNECTION

*(Tracking)*

## ➤ TrANS Monthly Reporting

- ▶▶ How many candidates screened, trained, and placed?
- ▶▶ How many candidates referred to apprenticeships, provided career counseling, re-hired?
- ▶▶ How many job site visits (field trips), contractor contacts made, assist to resolve work site complaints (involving TrANS graduates)?

## ➤ Civil Rights Compliance System

- ▶▶ WisDOT Utilizes Certified Electronic Payroll to follow \$\$
- ▶▶ System provides tangible measures of community economic impact analysis
- ▶▶ System interfaces with DWD apprentice system
- ▶▶ TrANS Providers Input all graduates in the system
- ▶▶ Contractors can only receive ASP 1 reimbursements if graduates appear on their certified payrolls submitted on a weekly basis in the system



# TrANS Access

- ▶ *WisDOT Civil Rights & TrANS staff* present their programs at Pre-Construction & Pre-Bid meetings. Speed networking events are coordinated for TrANS Providers & graduates to receive face-to-face time with the contractors.
- ▶ *TrANS Providers* receive access to list of Awarded Contractors to solicit graduates
- ▶ WisDOT conducts two (2) *PFEW (Partnering for Employment) Workshops* annually (Northern & Southern region). Showcasing the importance of EEO Compliance and a special networking event for contractors & TrANS graduates.



## YWCA Program 2011 Numbers\*

| <i>Screened</i> | <i>Trained</i> | <i>Placed</i> |
|-----------------|----------------|---------------|
| 242             | 51             | 32            |

*These numbers are a reflection of reports submitted to WisDOT on a monthly basis.*



# Additional WisDOT Efforts

- ▶ When contractors utilize TrANS graduates we have a ASP1 provision that allows WisDOT (*by way of the feds*), to reimburse contractors \$5/hour for up to 2000 hours that the graduate works.
- ▶ WisDOT has in place for all Mega/Major projects a Labor Sub-committee, Business Sub-committee, and for the Northern region of the state Tribal Sub-committee led by Elected Officials or Dignitaries, who advise WisDOT, informs the community and facilitates solutions and policy that promote community inclusion, stakeholder commitment and contractor accountability.

# *Any Questions?*

Contact Information:

**Andrey Moore**

*WisDOT Statewide TRANS Coordinator &  
Sr. Labor Development Specialist*

**414-438-2157**

FEDERAL-AID HIGHWAY CONSTRUCTION CONTRACTORS ANNUAL EEO REPORT

|           |                        |                        |                     |      |
|-----------|------------------------|------------------------|---------------------|------|
| 1. STATE: | 2. NUMBER OF PROJECTS: | 3. TOTAL DOLLAR VALUE: | 4. TOTAL WORKFORCE: | 1392 |
| Wisconsin | 1825                   | 1712118095             | 6210                |      |

This collection of information is required by law and regulation 23 U.S.C. 140a and 23 CFR Part 230. The OMB control number for this collection is 2125-0019 expiring in March, 2013.

7. WORKFORCE ON FEDERAL-AID AND CONSTRUCTION SITE(S) DURING LAST FULL PAY PERIOD ENDING IN JULY 2011

| JOB CATEGORIES  | TOTAL EMPLOYED |     | TABLE A                        |    |                           |   |                    |    |                                  |    |       |   |   |                  |                   |    |       |     |             |     |                     |    | TABLE B |    |   |  |
|---|----------------|-----|--------------------------------|----|---------------------------|---|--------------------|----|----------------------------------|----|-------|---|---|------------------|-------------------|----|-------|-----|-------------|-----|---------------------|----|---------|----|---|--|
|   |                |     | TOTAL RACIAL / ETHNIC MINORITY |    | BLACK or AFRICAN AMERICAN |   | HISPANIC OR LATINO |    | AMERICAN INDIAN OR ALASKA NATIVE |    | ASIAN |   | NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER |                  | TWO OR MORE RACES |    | WHITE |     | APPRENTICES |     | ON THE JOB TRAINEES |    |         |    |   |  |
|   |                |     | M                              | F  | M                         | F | M                  | F  | M                                | F  | M     | F | M   | F                | M                 | F  | M     | F   | M           | F   | M                   | F  | M       | F  |   |  |
| OFFICIALS   | 107            | 32  | 1                              | 0  | 1                         | 2 | 0                  | 0  | 1                                | 1  | 0     | 0 | 0   | 0                | 0                 | 0  | 0     | 1   | 1           | 93  | 26                  | 4  | 0       | 0  | 0 |  |
| SUPERVISORS   | 108            | 8   | 3                              | 1  | 0                         | 0 | 2                  | 0  | 0                                | 0  | 0     | 0 | 0   | 0                | 0                 | 0  | 0     | 1   | 1           | 289 | 1                   | 1  | 0       | 0  | 0 |  |
| FOREMEN/WOMEN   | 327            | 2   | 19                             | 2  | 2                         | 1 | 9                  | 1  | 5                                | 2  | 0     | 0 | 2   | 0                | 0                 | 0  | 1     | 1   | 0           | 0   | 0                   | 0  | 0       | 0  | 0 |  |
| CLERICAL  | 0              | 0   | 0                              | 0  | 0                         | 0 | 0                  | 0  | 0                                | 0  | 0     | 0 | 0   | 0                | 0                 | 0  | 0     | 0   | 0           | 0   | 0                   | 0  | 0       | 0  | 0 |  |
| EQUIPMENT OPERATORS   | 60             | 1   | 6                              | 0  | 0                         | 0 | 1                  | 0  | 3                                | 0  | 2     | 0 | 1   | 0                | 0                 | 0  | 0     | 0   | 0           | 53  | 0                   | 0  | 0       | 0  | 0 |  |
| MECHANICS   | 314            | 17  | 9                              | 4  | 6                         | 0 | 2                  | 0  | 6                                | 1  | 0     | 1 | 1   | 0                | 0                 | 0  | 0     | 0   | 0           | 79  | 1                   | 0  | 0       | 0  | 0 |  |
| TRUCK DRIVERS   | 95             | 1   | 12                             | 0  | 3                         | 0 | 9                  | 0  | 1                                | 0  | 1     | 0 | 0   | 0                | 0                 | 0  | 0     | 1   | 0           | 128 | 0                   | 9  | 0       | 0  | 0 |  |
| IRONWORKERS   | 139            | 0   | 11                             | 0  | 0                         | 0 | 7                  | 0  | 3                                | 0  | 0     | 0 | 0   | 0                | 0                 | 0  | 0     | 0   | 0           | 0   | 0                   | 0  | 0       | 0  | 0 |  |
| CARPENTERS  | 112            | 3   | 23                             | 1  | 7                         | 0 | 12                 | 0  | 0                                | 0  | 0     | 0 | 0   | 0                | 2                 | 1  | 3     | 0   | 0           | 86  | 2                   | 5  | 0       | 0  | 0 |  |
| CEMENT MASONS   | 39             | 0   | 0                              | 0  | 0                         | 0 | 0                  | 0  | 1                                | 0  | 0     | 0 | 0   | 0                | 0                 | 0  | 0     | 0   | 0           | 38  | 0                   | 12 | 0       | 0  | 2 |  |
| ELECTRICIANS  | 4              | 0   | 4                              | 0  | 0                         | 0 | 0                  | 0  | 0                                | 0  | 0     | 0 | 0   | 0                | 4                 | 0  | 0     | 0   | 0           | 0   | 0                   | 0  | 0       | 0  | 0 |  |
| PIPEFITTER/PLUMBERS   | 22             | 4   | 5                              | 2  | 0                         | 0 | 2                  | 0  | 2                                | 1  | 0     | 0 | 0   | 0                | 3                 | 1  | 1     | 1   | 15          | 2   | 0                   | 0  | 0       | 0  | 0 |  |
| PAINTERS  | 404            | 24  | 44                             | 6  | 14                        | 0 | 28                 | 5  | 6                                | 1  | 1     | 0 | 0   | 0                | 4                 | 3  | 3     | 0   | 0           | 301 | 19                  | 15 | 1       | 6  | 1 |  |
| LABORERS-SEMI SKILLED   | 520            | 44  | 80                             | 9  | 22                        | 1 | 42                 | 6  | 12                               | 0  | 3     | 0 | 1   | 0                | 8                 | 2  | 4     | 18  | 2           | 418 | 33                  | 10 | 0       | 48 | 6 |  |
| LABORERS-UNSKILLED  | 3326           | 169 | 278                            | 31 | 69                        | 5 | 132                | 12 | 65                               | 9  | 13    | 4 | 14  | 2                | 27                | 11 | 2882  | 125 | 107         | 5   | 53                  | 11 | 0       | 0  |   |  |
| TOTAL   | 5577           | 305 | 495                            | 56 | 124                       | 9 | 246                | 24 | 105                              | 15 | 22    | 5 | 25  | 3                | 48                | 22 | 4776  | 233 | 164         | 6   | 107                 | 20 | 0       | 0  |   |  |
| TABLE C (Table B data by racial status)                             |                |     |                                |    |                           |   |                    |    |                                  |    |       |   |   |                  |                   |    |       |     |             |     |                     |    |         |    |   |  |
| APPRENTICES   | 103            | 5   | 103                            | 4  | 7                         | 3 | 7                  | 0  | 3                                | 0  | 1     | 0 | 0   | 0                | 0                 | 0  | 4     | 1   |             |     |                     |    |         |    |   |  |
| OJT TRAINEES  | 24             | 5   | 50                             | 8  | 5                         | 5 | 3                  | 0  | 2                                | 0  | 1     | 1 | 0   | 2                | 0                 | 0  | 2     | 0   |             |     |                     |    |         |    |   |  |
| 8. PREPARED BY: (Signature and Title of Contractors Representative) |                |     |                                |    |                           |   | 9. DATE            |    |                                  |    |       |   |   | 10. REVIEWED BY: |                   |    |       |     |             |     | 11. DATE            |    |         |    |   |  |

PREVIOUS EDITIONS ARE OBSOLETE

Attachment A

## 1494 Excel Spreadsheet for Statewide Reporting

1) Period Covered: April 1, 2011 - September 30, 2011

|  | SE               | SW              | NC              | NE               | NW              | Totals           |
|--|------------------|-----------------|-----------------|------------------|-----------------|------------------|
| 2) Number of prime contracts awarded:  | 33               | 19              | 20              | 52               | 37              | 161              |
| 3) Total dollar amount of prime contracts awarded:                             | \$124,394,027.30 | \$35,560,934.30 | \$57,537,511.44 | \$197,003,711.14 | \$83,227,125.45 | \$497,723,309.63 |
| 4) Number of contractors/subcontractors against whom complaints were received: | 6                | 2               | 2               | 4                | 2               | 16               |
| 5) Number of investigations completed:   | 5                | 2               | 2               | 4                | 1               | 14               |
| 6) Number of contractors/subcontractors found in violation:                    | 4                | 2               | 2               | 2                | 1               | 11               |
| Wages found due: a) Davis-Bacon and Related Acts:                              | \$24,183.54      | \$260,237.21    | \$9,550.67      | \$18,386.40      | \$14,853.54     | \$327,211.36     |
| Wages found due: b) Contractor Work Hours and Safety Standards Act:            | \$0.00           | N/A             | \$0.00          | \$0.00           | \$0.00          | \$0.00           |
| Wages Paid: a) Davis-Bacon and Related Acts:                                   | \$24,183.54      | \$181,768.18    | \$9,550.67      | \$18,386.40      | \$14,853.54     | \$248,742.33     |
| Wages Paid: b) Contractor Work Hours and Safety Standards Act:                 | \$0.00           | \$0.00          | \$0.00          | \$0.00           | \$0.00          | \$0.00           |
| 9) Total number of employees paid wage restitution under the Davis-Bacon       | 44               | 53              | 2               | 215              | 2               | 316              |
| 10) Dollar Amount of liquidated damages assessed under CWHSSA:                 | 0                | 0               | 0               | 0                | \$0.00          | \$0.00           |
| 11) Remarks: additional \$ recovered due to payroll review:                    | See Below        | See Below       | See Below       | See Below        | See Below       | See Below        |

**SE:** As a result of routine Certified Payroll Reviews, SE recovered \$46,545.40 for 341 employees. (\$19,643.09 found on Federal projects and \$2,700.99 found on State projects). There were 98 employers found in violation and who had to pay back wages to their employees. The routine payroll review back wage amounts were not illustrated in #5 through #9 above, as directed by the 1494 instructions.

**SW:** \$4,002.23 in back wages on Federal Funded projects were recovered via payroll reviews. \$897.87 in back wages on State-Funded Only projects were recovered via payroll reviews.

**NC:** An additional \$11,012.06 was recovered from general payroll audits on federal funded projects and \$1,161.30 on state funded projects. For the ARRA projects, \$111.88 was recovered from general payroll audits.

**NE:** The NE Region non-mega recovered \$10,196.00 & \$8,190.40 for the US 41 project.

**NW:** Through general payroll audits, the total amount of back wages recovered from the NW region (both federal & state-only funded projects) was \$3,803.98 for 62 employees. In addition, 1 wage claim for state funded only project was recovered in the amount of \$5,973.04 for 11 employees.

Attachment B (4)

# 1494 Excel Spreadsheet for Statewide Reporting

1) Period Covered: October 1, 2010 - March 31, 2011

|  | SE               | SW               | NC              | NE              | NW              | Totals           |
|--|------------------|------------------|-----------------|-----------------|-----------------|------------------|
| 2) Number of prime contracts awarded:  | 117              | 21               | 18              | 21              | 18              | 195              |
| 3) Total dollar amount of prime contracts awarded:                             | \$519,067,403.04 | \$123,565,726.08 | \$64,695,113.58 | \$78,922,102.33 | \$43,687,889.75 | \$829,938,234.78 |
| 4) Number of contractors/subcontractors against whom complaints were received: | 9                | 1                | 6               | 7               | 3               | 26               |
| 5) Number of investigations completed:   | 8                | 0                | 2               | 7               | 1               | 18               |
| 6) Number of contractors/subcontractors found in violation:                    | 4                | 0                | 6               | 1               | 3               | 14               |
| Wages found due: a) Davis-Bacon and Related Acts:                              | \$56,071.71      | N/A              | \$1,260.14      | \$61.00         | \$3,304.74      | \$60,697.59      |
| Wages found due: b) Contractor Work Hours and Safety Standards Act:            | \$0.00           | N/A              | \$0.00          | \$0.00          | \$0.00          | \$0.00           |
| Wages Paid: a) Davis-Bacon and Related Acts:                                   | \$49,892.06      | \$0.00           | \$1,260.14      | \$61.00         | \$3,304.74      | \$54,517.94      |
| Wages Paid: b) Contractor Work Hours and Safety Standards Act:                 | \$0.00           | \$0.00           | \$0.00          | \$0.00          | \$0.00          | \$0.00           |
| 9) Total number of employees paid wage restitution under the Davis-Bacon       | 91               | N/A              | 3               | 1               | 14              | 108              |
| 10) Dollar Amount of liquidated damages assessed under CWHSSA:                 | 0                | 0                | 0               | 0               | \$0.00          | \$0.00           |
| 11) Remarks: additional \$ recovered due to payroll review:                    | See Below        | See Below        | See Below       | See Below       | See Below       | See Below        |

**SE:** As a result of routine certified payroll review, SE Region recovered \$133,549.37 for 805 employees, (\$116,757.46 found on Federal projects and \$16,791.91 found on State projects). There were 117 employers found in violation and who had to pay back wages to their employees.

**SW:** \$13,795.81 in back wages recovered via payroll reviews

**NC:** An additional \$8,909.82 was recovered from general payroll audits on federally funded projects and \$285.78 on state funded projects. For the ARRA projects, \$136.93 was recovered from general payroll audits.

**NE:** As a result of routine certified payroll review, \$425.15 for 12 employees on federal projects was recovered.

**NW:** Through general payroll audits, the total amount of back wages recovered for the Northwest Region (both federal and state-only funded projects) was \$14,378.83 for 149 employees. In addition, 1 wage claim for a state funded only project was recovered in the amount of \$2,555.80.

Attachment B (2)

**EQUAL EMPLOYMENT OPPORTUNITIES/AFFIRMATIVE ACTION**

1. Please complete the enclosed Compliance Data Report (DT2053) and the Contractor's Company-Wide Employment Data form *for Wisconsin only* (Chart 16). In addition, if applicable, complete and submit Chart 15 (On Site Construction Employment Data) *for Wisconsin only* showing every employee who has worked on the project to date, rather than the workforce of an "average" day. We will be using these charts to review your workforce data.
2. Include all company policies that pertain to employment issues, such as your discrimination policy, harassment policy, exit interview procedure, duties of the EEO Officer, etc., a written plan developed to aid in the process of balancing your workforce and providing a bias-free working environment.
3. If you have other tools to aid you in developing your balanced workforce, such as memos to staff, advertisements, minutes from in-house meetings, a diary documenting conversations, telephone calls, letters and other EEO efforts, please send a copy. I encourage you to be thorough when gathering these records in order to provide me with documentation of every aspect of your efforts.

**RECRUITMENT AND HIRING PRACTICES**

4. Provide a list of minority and female recruitment sources available and used during the past 12-month period.
5. Please document recruiting and training efforts made by your company and the unions. For this review, emphasis will be placed on female and minority recruiting.
6. Provide a list of new hires in the last 3 years, which will include employee's name, racial/ethnic identification, gender, job classification, and date of hire.
7. Provide a list of promotions or changes in job classification in the last 3 years, which will include employee's name, racial/ethnic identification, gender, previous and current jobs held, and effective date.
8. Provide a list of terminations and the reason for the termination (excluding normal lay-offs at the end of construction season) in the last 3 years.
9. Provide copies of ALL applications received by your company (for Wisconsin only) in the last 12 months. (This includes those you hired.)
10. Prepare a list from these applications and indicate on the list the action taken with respect to each candidate considered, include the applicant's racial/ethnic identity, gender, position applied for, and the status of each applicant (e.g. outcome).

**UNIONS**

11. Provide documentation concerning your union agreement(s) (title and local number) and if they have exclusive referral rights. If the union(s) has exclusive referral rights, please include copies of any sections of the agreement detailing the referral rights between your company and the union. If applicable, include any current bargaining agreements.
12. Provide any documentation between your company and the union(s) with respect to hiring, referring or requesting females or minorities, as well as the union(s) referral policy.
13. Provide any documentation that the union(s) participates in sponsoring pre-apprentices, apprenticeship and post-apprenticeship training programs. If so, identify the programs.

**SUBCONTRACTORS AND LOWER TIER SUBCONTRACTORS**

14. Provide documentation that you send to either your subcontractor (if you are the prime contractor) or lower tier contractor (if you are the sub-contractor).

**GENERAL QUESTIONS AND FORMS**

15. If applicable, please provide your lower tier contractor(s) with a copy of Chart 16 (Contractor's Company-Wide Employment Data for Previous 12 Months) if their contract with you is \$75,000.00 or higher. Please bring the completed form with you to the review.

**COMPLIANCE DATA REPORT**

EC702 48a

Wisconsin Department of Transportation

|  |                    |   |                           |   |    |  |    |
|--|--------------------|---|---------------------------|---|----|--|----|
| 1. TYPE OF REVIEW<br><input type="checkbox"/> Post Award <input type="checkbox"/> Follow-Up Review   |                    | 2. LOCATION OF REVIEW<br><input type="checkbox"/> On-Site <input type="checkbox"/> District Office<br><input type="checkbox"/> Home Office <input type="checkbox"/> Other |                           |   |    |  |    |
| 3. CONTRACT OR PROJECT NO.   | 4. CONTRACT VALUE  |   | 5. DATE OF REVIEW         |   |    |  |    |
| 6. CONTRACTOR IDENTIFICATION<br>(Identify if Minorly Enterprise)* <input type="checkbox"/> Prime <input type="checkbox"/> Sub <input type="checkbox"/> Other (Specify) |                    |   |                           |   |    |  |    |
| 7a. NAME AND ADDRESS OF CONTRACTOR   |                    |   | 7b. FIELD OFFICE ADDRESS  |   |    |  |    |
| 8. NAME AND TITLE OF POLICY OFFICER<br><small>(e.g. Executive of Contracting Firm Responsible for Selling E.E.O. Policy)</small>                                       |                    | 9. NAME AND TITLE OF EQUAL EMPLOYMENT OPPORTUNITY OFFICER<br><small>(e.g. Administrative Office Charged with Responsibility of Implementing E.E.O. Policy)</small>        |                           | 10. NAME AND TITLE OF PROJECT OFFICER<br><small>(e.g. Job Superintendent)</small>                     |    |  |    |
| 11. CONTRACT OR PROJECT PRODUCTION SCHEDULE  |                    | Beginning Date  | Estimated Completion Date | Anticipated Peak Employment Date(s)   |    |  |    |
| 12. SUB-CONTRACTORS - This Project Only - (Name, Address, Total Employees) <b>Please attach a completed Chart 16 for each subcontractor listed.</b>                    |                    |   |                           |   |    |  |    |
| <small>Comments relating to Minority Subcontractors included in Narrative.</small>   |                    |   |                           |   |    |  |    |
| 13. UNION AFFILIATIONS AND OTHER RECRUITING AND TRAINING DATA  |                    |   |                           |   |    |  |    |
| UNION TITLE OR IDENTIFICATION  | Union Local Number | Does Union Have Exclusive Referral Rights? (Attach copy of contract section)  |                           | Does Union Sponsor or Participate in Pre-Apprentice, Apprentice or Post-Apprentice Training Programs? |    | Does Contractor Sponsor or Participate in Pre-Employment, On-The-Job or Post-Employment Training Programs? |    |
|  |                    |   |                           | Yes   | No | Yes  | No |
| A  | B                  | C   |                           | D   |    | E  |    |
|  |                    | Yes   | No                        | Yes   | No | Yes  | No |
| <small>Comments in Narrative.</small>  |                    |   |                           |   |    |  |    |
| 14. OTHER RECRUITING FORCES, ESPECIALLY REGARDING ETHNIC MINORITIES AND WOMEN.   |                    |   |                           |   |    |  |    |
| A. Name or Other Identification  |                    |   | B. Address                |   |    |  |    |
| <small>Comments in Narrative.</small>  |                    |   |                           |   |    |  |    |

\*NOTE: Minorities are defined as Blacks, Hispanics, Asian American (including East Indians) and Native Americans (including Eskimos and Aleuts).

15. ON-SITE CONSTRUCTION EMPLOYMENT DATA -- Beginning of Construction to Day of Review (Project History)

| Line No. | Job Categories         | TOTAL WORK FORCE |           |             |              | FEMALE DATA  |             |           |             |              | RACIAL/ETHNIC (R/E) MINORITY DATA |             |              |               |           |              |           |             |              |
|----------|------------------------|------------------|-----------|-------------|--------------|--------------|-------------|-----------|-------------|--------------|-----------------------------------|-------------|--------------|---------------|-----------|--------------|-----------|-------------|--------------|
|          |                        | All Empl.        | New Hires | Apprentices | Hours Worked | Female Empl. | % (7) / (3) | New Hires | Apprentices | Hours Worked | Black                             | Asian Amer. | Native Amer. | Hispan. Amer. | Total R/E | % (16) / (3) | New Hires | Apprentices | Hours Worked |
| (1)      | (2)                    | (3)              | (4)       | (5)         | (6)          | (7)          | (8)         | (9)       | (10)        | (11)         | (12)                              | (13)        | (14)         | (15)          | (16)      | (17)         | (18)      | (19)        | (20)         |
| 1        | Supervisors            |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 2        | Foremen                |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 3        | Equipment Operators    |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 4        | Mechanics              |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 5        | Truck Drivers          |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 6        | Ironworkers            |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 7        | Carpenters             |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 8        | Cement Masons          |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 9        | Electricians           |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 10       | Pipefitters, Plumbers  |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 11       | Painters               |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 12       | Laborers, Semi-skilled |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 13       | Laborers, Unskilled    |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 14       | Flaggers               |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 15       | Total                  |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |

SUMMARY ANALYSIS OF PROJECT EMPLOYMENT DATA

|                                  |       |  |       |   |       |
|----------------------------------|-------|--|-------|---|-------|
| (A) Total Work Force [col (3)]   | _____ | (E) Total # Females [col (7)]                        | _____ | (M) Total # Minorities [col (16)]                       | _____ |
| (B) Total New Hires [col (4)]    | _____ | (F) Total # Females in New Hires [col (9)]           | _____ | (N) Total # Minorities in New Hires [col (18)]          | _____ |
| (C) Total Static Force [(A)-(B)] | _____ | (G) Total # Females in Static Work Force [(E) - (F)] | _____ | (O) Total # Minorities in Static Work Force [(M) - (N)] | _____ |
| (D) Total Hours Worked [col (6)] | _____ | (H) Total # Hours Worked by Females [col (11)]       | _____ | (P) Total # Hours Worked by Minorities [col (20)]       | _____ |
|                                  |       | (I) % Females in Total Work Force [100 x (E) / (A)]  | _____ | (Q) % Minorities in Total Work Force [100 x (M) / (A)]  | _____ |
|                                  |       | (J) % Females in New Hires [100 x (F) / (B)]         | _____ | (R) % Minorities in New Hires [100 x (N) / (B)]         | _____ |
|                                  |       | (K) % Females in Static Force [100 x (G) / (C)]      | _____ | (S) % Minorities in Static Force [100 x (O) / (C)]      | _____ |
|                                  |       | (L) % Hours Worked by Females [100 x (H) / (D)]      | _____ | (T) % Hours Worked by Minorities [100 x (P) / (D)]      | _____ |

16. CONTRACTOR'S COMPANY-WIDE EMPLOYMENT DATA – Previous 12 Months

| Line No. | Job Categories         | TOTAL WORK FORCE |           |             |              | FEMALE DATA  |             |           |             |              | RACIAL/ETHNIC (R/E) MINORITY DATA |             |              |               |           |              |           |             |              |
|----------|------------------------|------------------|-----------|-------------|--------------|--------------|-------------|-----------|-------------|--------------|-----------------------------------|-------------|--------------|---------------|-----------|--------------|-----------|-------------|--------------|
|          |                        | All Empl.        | New Hires | Apprentices | Hours Worked | Female Empl. | % (7) / (3) | New Hires | Apprentices | Hours Worked | Black                             | Asian Amer. | Native Amer. | Hispan. Amer. | Total R/E | % (16) / (3) | New Hires | Apprentices | Hours Worked |
| (1)      | (2)                    | (3)              | (4)       | (5)         | (6)          | (7)          | (8)         | (9)       | (10)        | (11)         | (12)                              | (13)        | (14)         | (15)          | (16)      | (17)         | (18)      | (19)        | (20)         |
| 1        | Supervisors            |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 2        | Foremen                |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 3        | Equipment Operators    |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 4        | Mechanics              |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 5        | Truck Drivers          |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 6        | Ironworkers            |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 7        | Carpenters             |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 8        | Cement Masons          |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 9        | Electricians           |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 10       | Pipefitters, Plumbers  |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 11       | Painters               |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 12       | Laborers, Semi-skilled |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 13       | Laborers, Unskilled    |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 14       | Flaggers               |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |
| 15       | Total                  |                  |           |             |              |              |             |           |             |              |                                   |             |              |               |           |              |           |             |              |

SUMMARY ANALYSIS OF CONTRACTOR/SUBCONTRACTOR EMPLOYMENT DATA

|                                  |       |  |       |   |       |
|----------------------------------|-------|--|-------|---|-------|
| (A) Total Work Force [col (3)]   | _____ | (E) Total # Females [col (7)]                        | _____ | (M) Total # Minorities [col (16)]                       | _____ |
| (B) Total New Hires [col (4)]    | _____ | (F) Total # Females in New Hires [col (9)]           | _____ | (N) Total # Minorities in New Hires [col (18)]          | _____ |
| (C) Total Static Force [(A)-(B)] | _____ | (G) Total # Females in Static Work Force [(E) - (F)] | _____ | (O) Total # Minorities in Static Work Force [(M) - (N)] | _____ |
| (D) Total Hours Worked [col (6)] | _____ | (H) Total # Hours Worked by Females [col (11)]       | _____ | (P) Total # Hours Worked by Minorities [col (20)]       | _____ |
|                                  |       | (I) % Females in Total Work Force [100 x (E) / (A)]  | _____ | (Q) % Minorities in Total Work Force [100 x (M) / (A)]  | _____ |
|                                  |       | (J) % Females in New Hires [100 x (F) / (B)]         | _____ | (R) % Minorities in New Hires [100 x (N) / (B)]         | _____ |
|                                  |       | (K) % Females in Static Force [100 x (G) / (C)]      | _____ | (S) % Minorities in Static Force [100 x (O) / (C)]      | _____ |
|                                  |       | (L) % Hours Worked by Females [100 x (H) / (D)]      | _____ | (T) % Hours Worked by Minorities [100 x (P) / (D)]      | _____ |

Attachment D (3)



## Executive Summary

### TRANSPORTATION ALLIANCE FOR NEW SOLUTIONS (TrANS)

TrANS is a seventeenth year jobs partnership program in Southeast, South Central, and most recently in Northern and North Central Wisconsin. TrANS is a public-private model for collaboration and success for preparing the underemployed with skills needed to gain access to the road-building industry as laborers and apprentices. TrANS demonstrates how the public and private sectors can work together to address the outreach, preparation, placement and retention of women, and minorities and others in the highway skilled trades. TrANS is an industry driven plan produced from the ground up by major industry and labor organizations, community based service providers and government. There are over twenty four core partners, including: the Wisconsin Transportation Builders Association (WTBA); National Association of Minority Contractors (NAMC-Wis); Wisconsin Women's Council; the Wisconsin Laborers' District Council; and many more.

Community based organizations provide services to screen, orient and prepare people for employment as laborers in the road building industry through: outreach and marketing; screening; industry awareness preparation programs which include the contractor and labor participation; job coordination bank; and trainee retention activities. The intent of the road contractors is to provide full time employment for the best laborers, and help them progress into apprenticeship programs and become journey workers in the highway skilled trades. TrANS participants undergo an intensive 120 plus hour soft and hard skills preparation program that utilizes industry professionals. A wide range of topics are covered:

- ❖ Physical Conditioning
- ❖ Tool Identification/Usage
- ❖ Construction Terminology
- ❖ Construction Math
- ❖ Apprenticeship Opportunities
- ❖ CPR/First Aid Certification
- ❖ Flagger Certification
- ❖ Job Site Safety Issues
- ❖ Map Reading
- ❖ CDL Training
- ❖ Hands on Projects
- ❖ Work Ethics
- ❖ OSHA Certification
- ❖ WisDOT TrANS Graduate Certificate

The TrANS staff works closely with potential employers to identify their labor needs and tailor their classroom instruction to help prepare potential employees to be placed in jobs offered by the contractors. A class of 15-20 candidates in size raises preparation quality. After placement, TrANS continues its work with employers and their new hires to ensure job success and job retention. The program also helps remove barriers to success by providing backup or temporary assistance for child care and transportation alternatives to its participants.

The project has come a long way since its inception, and has won grants and awards. In excess of 500 people have been placed in family supporting positions as laborers in the industry. Not only does TrANS address the underutilization of and provide preparation and employment opportunities for minorities, women and others, it also saves contractors time and money on screening and job preparation costs of potential employees. Well over 75 contractors have hired TrANS graduates. This program is a perfect example of how the public and private sectors can come together to help people become independent and self-sufficient, while at the same time, providing contractors with skilled labor to fill their vacant positions. TrANS has evolved from early consortium development, to leadership for planning, expansion, work group management, and fostering relationships and collaboration.



Skilled Trades Apprenticeship Readiness Training

Construction Workforce Diversity Alliance

# Skilled Trades Apprenticeship Readiness Training START Program



# Construction Training, Inc

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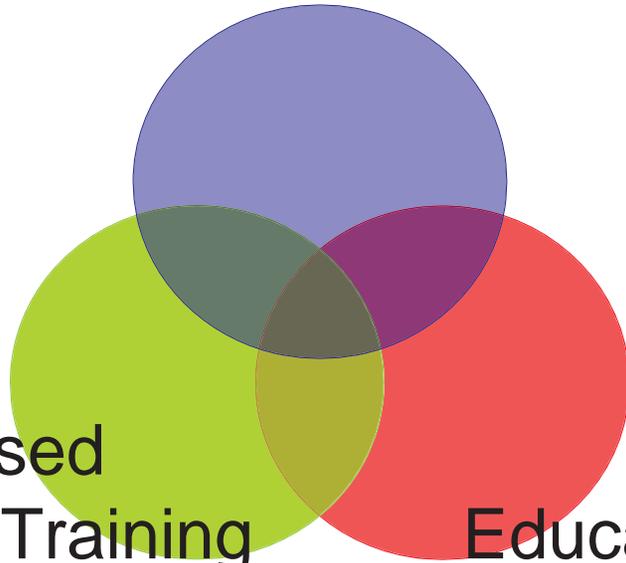
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# Construction Workforce Diversity Alliance

Industry Employers / Labor Organizations



Community-Based  
And Employment & Training  
Organizations

Related  
Educational Institutions  
& Government Agencies

**Construction Workforce Diversity Alliance**  
**Member Organizations who have signed the Partnership Agreement**  
**April 2011**

- Boldt Co.
- Building & Construction Trades Council of South Central WI
- Centro Hispano
- City of Madison Community Development Office
- Construction Labor Management Council of Greater Wisconsin, Inc.
- Construction Training Inc. (Skilled Trades Apprenticeship Readiness Training-START)
- Employment & Training Association
- Erdman Company
- Forward Electric
- Futuring Group LLC
- H & H Group Inc.
- Habitat for Humanity of Dane County
- Hoffman Construction
- Hooper Construction
- James Thieding Construction Inc.
- Labor, Education and Training Center
- Madison Area Electrical JAC & NECA-IBEW Apprenticeship & Training
- Madison Area Technical College
- Madison Iron Workers Joint Apprenticeship Committee
- Madison Metropolitan School District
- Miron Construction Co.
- Nickles Electric
- North Central States Regional Council of Carpenters
- Operation Fresh Start
- Payne & Dolan
- Schumacher Elevator Co.
- Speedway Sand & Gravel
- Statz Painting & Decorating
- US Dept. of Labor, Occupational Safety and Health Administration
- US Dept. of Labor, Office of Contract Compliance
- UW Extension, School for Workers
- Urban League of Greater Madison
- Vogel Brothers Building Co.
- Westphal & Co., Inc.
- WI AFL-CIO Labor, Education & Training Center
- WI Bureau of Apprenticeship Standards
- WI Department of Transportation
- WI Technical College System
- YWCA of Madison

# Partnerships



**Workforce  
Development Board**  
of South Central Wisconsin



COMMUNITY ACTION COALITION  
FOR SOUTH CENTRAL WISCONSIN, INC.