



Project: Verona Road Interchange, I.D. 1206-07-05/06/09

Strand Job No.: 1089.375

Meeting Location: Strand Associates, Inc.®, 910 West Wingra Drive, Madison, Wisconsin

Meeting Purpose: Dane County Stakeholder Meeting No. 26

Present and which group meeting they attended:

Vincent Fisher–Labor and Business

Jay Jerde–Labor and Business

Elisa Becker–Labor and Business

In attendance by phone and which group meeting they attended:

Michele Carter–Labor and Business

Paul Zimmer–Labor

Mary Watrud–Labor

Katrina Feltes–Labor and Business

Alicia Griffin–Labor and Business

Clay Tschillard–Labor

Marge Wood–Labor

Debbie Schanke–Labor

Andrey Moore–Labor and Business

Norman Davis–Business

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

- Meeting notes and presentations from November 2013 meeting.
- Meeting Agendas
- Madison College Tools for Tomorrow: Women in Trades & Technology Program Survey Criteria, Calendar and Overview

Discussion:

1. Labor Group Meeting (5 P.M.)
Welcome and Opening Remarks

Action:

The group was welcomed by Michele and introductions were given.

The group discussed the following:

- a. Michele led the group through the attached Southwest Area Construction Apprentice Snapshots for Dane County and Green County. Michele noted the snapshot numbers were up to date as of December 1, 2013. She also noted there are new female, nonminority apprentices. Debbie noted the apprentice numbers in Dane County have gone down by ten since last month.
- b. Michele discussed the attached I-39/90 Mega Project Workforce Utilization Report. Michele noted this report only takes into account the number of people and not hours worked. She said Zenith Tech currently has two of the contracts. The group commented the majority of those working are journeyman. Clay stated these projects are heavy on laborers
Michele will prepare a similar report for the next meeting that includes hours worked.

Discussion:

and operators with fewer workers in the skilled trades. At the next meeting, the group wants to compare the anticipated DBE numbers/goals versus the Utilization Report values.

Action:

- c. Paul inquired about what type of numbers DBE companies, such as Choice Construction, had as far as minority workers.
- d. Michele reviewed the attached TrANS Program Analysis 1999 to present. The group recognized several of the names on the list as graduates that are currently in apprenticeships. Michele discussed possible first steps of a TrANS provider. She stated the TrANS provider should reach out to and follow up with graduates to collect information and find out what graduates may need. A question was asked about the low numbers in 2006 and 2007, and Michele said that was because of a lack of funding. The groups that were receiving funding from WisDOT did not have other funding sources in those years. Alicia wanted to know if there was a way to see where all the TrANS graduates are now and if there was value in that information. Mary noted the Laborer's list shows whether workers are TrANS graduates. Michele stated that trades may be able to supply information on TrANS graduates and that there is way to check with the Department of Workforce Development to see whether graduates are currently in an apprenticeship.
- e. The group reviewed the attached completed survey criteria prepared by the Madison College Tools for Tomorrow program. Marge clarified the technical fields specified in question one of the survey criteria could include some of the other programs offered by Madison College that are less construction-oriented. Clay said this program is the number one source of interested females for the Madison Committee of Electricians. Mary thought this program seemed like a good fit and thought if a more formal relationship were developed, a class or panel on road construction could be added to the program. The group agreed this seems like a logical program with which to work.

2. Project Updates

- a. Katrina provided a project update for I-39/90. Four projects will be let for the I-39 corridor project in 2014 as follows:
 - (1) Sigglekow project will have a March 2014 let.
 - (2) STH 73 project will have a March 2014 let.
 - (3) I-39 resurface project will have an April 2014 let.
 - (4) STH 73 Wetland Restoration project will have July 2014 let.
 - (5) CTH G project will have an August 2014 let.

Katrina noted the Wetland Restoration project was not a typical roadway project and could be an opportunity for a specialty contractor.

3. Business Group Meeting (6:15 P.M.)

The group was welcomed by Michele and introductions were given.

Discussion:

The group discussed the following:

- a. Michele reviewed the attached Wetland Restoration Contract Components. Subcontracting opportunities were discussed.
 - (1) Construction Staking–Not good for a brand new company because there are many ways for them to get in trouble. Businesses that utilize the newer technologies tend to fare better.
 - (2) Landscaping and Seeding–Contractor is responsible for the seeds taking and will have to seed as many times as necessary. This can be difficult for firms if they do not understand what WisDOT expects.
 - (3) Traffic Control–Requires longer hours and time-sensitive responses; it is important that firms understand WisDOT expectations.
 - (4) Trucking–Viewed as a commodity with no cushion for maintenance.

The historical participants listed in the handout are those that have won contracts.

- b. Norman will create a list of the City of Madison’s “Business Related” Grant Recipients/CBOs with their contact information for the next meeting.
- c. Michele reviewed the Draft Outreach Plan Template. She reiterated this is a draft that will be modified by the group and is not concrete.
 - (1) The group discussed who could be listed as a Program Partner. Alicia inquired about the history of NAMEC and other tribal groups as program partners. Michele responded that many were only members from a distance.
 - (2) The group discussed why there are more DBE waivers in the southwest region than other regions. Michele stated that the southeast region is an urban center with consistent work and a lot of exposure and that the southwest region is more rural and projects are more spread out.
 - (3) Norman contacted both the Latino Chamber of Commerce and Black Chamber of Commerce and both are made up of largely non-construction-related businesses. Michele shared her experience with the Hispanic Chamber of Commerce in Milwaukee. The chamber complained that WisDOT was not doing enough; however, after research, the construction-related member businesses were primarily in building construction and did not have any problems finding job opportunities.
 - (4) The Actions listed in the design of the plan can continue to be discussed as future agenda items.
 - (5) Michele put forth ideas on what success could be such as number of certifications, market penetration, and tying people to opportunities.
 - (6) Norman stated that a communication plan should be developed as part of the outreach plan. The group came up with several resources that communicate project information that businesses

Action:

Norman will prepare list of grant recipients/CBOs for discussion next at the next meeting.

The group is going to think about names to add to the list of Program Partners.

The group will continue to think of ideas and items to add to the outreach plan.

Michele will find a document on navigating the



Discussion:

may be looking for. These included resources such as the 511 site, the individual project Web sites and Facebook pages, a FAQ sheet or roadmap to finding project information (developed by the committee) that includes information on how to navigate the WisDOT Web sites to find Primes for certain types of work as well as how to find plans and proposals.

Action:

WisDOT Web site for discussion at the next meeting.

4. Announcements

The next meeting will be February 5, 2014. There will not be a January 2014 meeting.

The meeting adjourned at approximately 7 P.M.

If there are any additions or comments on these minutes, please call me at (608) 251-4843 or e-mail me at elisa.becker@strand.com.

Prepared by Elisa Becker and respectfully submitted to participants and invitees.

c: All Participants and Invitees



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

Wednesday, December 4, 2013 5:00 PM - 7:00 PM

AUDIO DIAL IN INFORMATION: 1-800-747-5150 Access Code: 2514843#

{In Person at Strand Associates is OPTIONAL}

AGENDA

Labor

5:00 p.m.

- 1) Roll Call
- 2) Review Agenda
- 3) Review DWD Apprenticeship Report Statistics
- 4) Review Workforce Utilization for Active I39/90/Verona Road Contracts
- 5) *Action Plan Step 1: Employment Opportunities for the Under-represented*
 - a. Review Madison TrANS Statistics of prior years

Project Updates including Next Let Dates

6:00 – 6:15 p.m.

- Contracting/Project Updates for I39/90- *Katrina Feltes*
Reminder: Go to www.511wi.gov/ for project updates anytime

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Business

6:15 p.m.

- 1) Review Agenda
- 2) Review Wetland Restoration Contract Components
 - a. Subcontract opportunity Analysis (Historical participants)
 - b. Project Team Research results - {Katrina}
- 3) *Action Plan Step 3: Timely Education & Networking for Jobseekers and Potential Businesses*
 - a. Review City of Madison's 'Business Related' Grant Recipients/CBOs {Norman}
 - b. Discuss Draft Outreach Plan

PLEASE NOTE: *There will not be a January Meeting*

Next Meeting
February 5, 2013

Southwest Area Construction Apprentice Snapshot

Report is a point-in-time count of active and unassigned construction apprentices as of 12/01/2013.

Data Source: DWD/DET/BAS BASIS special query cdgr_report_monthly

County groupings are based on apprentice address, using the following zip codes:

Columbia: 53923, 53578, 53561, 53578, 53555, 53911, 53969, 53925, 53926, 53928, 53965, 53935, 53954, 53955, 53956, 53957, 53960, 53932, 53901, 53965
 Dane: , 53597, 53596, 53596, 53593, 53593, 53589, 53583, 53590, 53597, 53598, 53701, 53702, 53702, 53703, 53704, 53705, 53707, 53708, 53711, 53704, 53544, 53508, 53515, 53516, 53516, 53517, 53523, 53527, 53528, 53529, 53560, 53532, 53575, 53558, 53706, 53559, 53711, 53562, 53562, 53571, 53572, 53575, 53531, 53789, 53782, 53783, 53783, 53784, 53713, 53785, 53705, 53786, 53786, 53788, 53782, 53789, 53784, 53790, 53790, 53791, 53791, 53792, 53792, 53793, 53793, 53794, 53794, 53788, 53774, 53779, 53719, 53785, 53714, 53718, 53717, 53716, 53719, 53725, 53726, 53713, 53774, 53713, 53777, 53716, 53714, 53777, 53778, 53715, 53778, 53779, 53744
 Green: 53522, 53521, 53520, 53550, 53502, 53566, 53570, 53574
 Rock, 53512, 53511, 53542, 53501, 53190, 53505, 53114, 53525, 53534, 53537, 53545, 53546, 53547, 53548, 53563, 53585, 53576, 53536

Apprentices with Dane County Zip Codes

*Non-Minority includes all apprentices who self-identify as "White" and no other protected race or ethnicity.

** All Minority includes all apprentices who self-identify as any protected race or ethnicity.

*** Apprentices who self-identify as "Black" or "Hispanic" may have also identified as an additional race or ethnicity.

	Trade	Total Apprentices	Of total apprentices, # who are...		Of minority apprentices, # who are...	
			Non-Minority*	Minority**	Black***	Hispanic***
Female	Carpenter (Construction)	3	3	0	0	0
	Construction Craft Laborer	11	4	7	2	5
	Construction Electrician	15	14	1	1	0
	Female Subtotal:	29	21	8	3	5
Male	Bricklayer	3	0	3	3	0
	Carpenter (Construction)	51	51	0	0	0
	Carpenter (Floor Coverer)	13	6	7	0	7
	Carpenter (Millwright)	1	1	0	0	0
	Cement Mason	3	2	1	0	1
	Construction Craft Laborer	62	29	33	22	7
	Construction Electrician	172	163	9	8	0
	Electronic Systems Technician	4	4	0	0	0
	Environmental Systems Technician	10	10	0	0	0
	Glazier	3	3	0	0	0
	Heating, Ventilating and Air Cond. Instal	22	22	0	0	0
	Insulation Worker (Heat & Frost)	5	5	0	0	0
	Iron Worker	36	31	5	1	2
	Operating Engineer	26	24	2	2	0
	Painter And Decorator	30	26	4	3	3
	Plumber	68	63	5	2	3
	Roofer and Waterproofer	10	10	0	0	0
	Sheet Metal Worker	43	43	0	0	0
	Sprinklerfitter	7	7	0	0	0
	Steamfitter	48	46	2	0	0
	Steamfitter (Service)	7	7	0	0	0
	Taper - Finisher	2	2	0	0	0
	Telecommo. (Voice, Data & Video) Insta	18	15	3	3	0
	Male Subtotal:	644	570	74	44	23
	Apprentices with Dane County Zip Codes Subtotal:	673	591	82	47	28

Southwest Area Construction Apprentice Snapshot

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 Green: 53522, 53521, 53520, 53550, 53502, 53566, 53570, 53574
 Rock: 53512, 53511, 53542, 53501, 53190, 53505, 53114, 53525, 53534, 53537, 53545, 53546, 53547, 53548, 53563, 53585, 53576, 53536

Apprentices with Green County Zip Codes

*Non-Minority includes all apprentices who self-identify as "White" and no other protected race or ethnicity.

** All Minority includes all apprentices who self-identify as any protected race or ethnicity.

*** Apprentices who self-identify as "Black" or "Hispanic" may have also identified as an additional race or ethnicity.

	Trade	Total Apprentices	Of total apprentices, # who are...		Of minority apprentices, # who are...	
			Non-Minority*	Minority**	Black***	Hispanic***
Male	Carpenter (Construction)	1	1	0	0	0
	Carpenter (Floor Coverer)	1	1	0	0	0
	Cement Mason	1	1	0	0	0
	Construction Craft Laborer	1	1	0	0	0
	Construction Electrician	12	12	0	0	0
	Environmental Systems Technician	1	1	0	0	0
	Heating, Ventilating and Air Cond. Instal	1	1	0	0	0
	Iron Worker	2	2	0	0	0
	Operating Engineer	4	3	1	1	0
	Painter And Decorator	1	1	0	0	0
	Plumber	2	1	1	0	0
	Sheet Metal Worker	3	3	0	0	0
	Steamfitter	4	4	0	0	0
	Steamfitter (Service)	2	2	0	0	0
	Steamfitter (Service/Refrigeration)	1	1	0	0	0
	Telecommo. (Voice, Data & Video) Insta	1	1	0	0	0
	Male Subtotal:	38	36	2	1	0
Apprentices with Green County Zip Codes Subtotal:	38	36	2	1	0	

I-39/90 Mega Project Workforce Utilization Report (Head Count)

Period:	Region:	Project Name: I-39/90 Mega Project														Company Name:					
		Construction Group/Classification	Construction Trade	Caucasian		African American		Hispanic		Native American or Alaskan		Asian or Pacific Islander		Two or More Races		Total	Total Female	% Female	Total Minority	% Minority	
				M	F	M	F	M	F	M	F	M	F	M	F						M
1/1/2013 - 12/4/2013	SW Region	All Contractors																			
Heavy Equipment Operators	Apprentice	17	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	
	Journeyman	176	5	10	0	7	0	2	0	1	0	0	0	0	0	0	0	0	2.49%	20.00	9.95%
	Trainee	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00	0.00%
	Subtotal	193	5	10	0	7	0	2	0	1	0	0	0	0	0	0	0	0	2.29%	20.00	9.17%
Laborers	Apprentice	4	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	3.00	42.86%
	Journeyman	237	16	10	2	9	0	2	0	2	0	0	0	0	0	0	0	0	5.76%	25.00	8.99%
	Trainee	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00	0.00%
	Subtotal	241	16	13	2	9	0	2	0	2	0	0	0	0	0	0	0	0	5.61%	28.00	9.82%
Skilled Trades	Apprentice	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00	0.00%
	Journeyman	79	2	0	0	10	0	0	0	0	0	0	0	0	0	0	0	0	2.20%	10.00	10.99%
	Trainee	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00	0.00%
	Subtotal	82	2	0	0	10	0	0	0	0	0	0	0	0	0	0	0	0	2.13%	10.00	10.64%
Truck Drivers	Apprentice	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00	0.00%
	Journeyman	98	5	5	0	1	0	1	0	0	0	0	0	0	0	0	0	0	4.55%	7.00	6.36%
	Trainee	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00	0.00%
	Subtotal	99	5	5	0	1	0	1	0	0	0	0	0	0	0	0	0	0	4.50%	7.00	6.31%
Construction Group/Classification	Construction Trade	Caucasian		African American		Hispanic		Native American or Alaskan		Asian or Pacific Islander		Two or More Races		Total	Total Female	% Female	Total Minority	% Minority			
	M	F	M	F	M	F	M	F	M	F	M	F									
	Apprentice	25	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	3.00	10.71%
	Journeyman	590	28	25	2	26	1	5	0	3	0	0	0	0	0	0	0	0	4.12%	62.00	9.12%
Trainee	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00	0.00%	
Grand Total	615	28	28	2	26	1	5	0	3	0	0	0	0	0	0	0	0	3.95%	28.00	9.18%	

TRANS Program Analysis

1999 - Present

All TRANS Grads Statewide (in CRCS Database): 1602

MADISON TOTAL: 462

Year	Total
1999	18
2000	31
2001	34
2002	35
2003	33
2004	50
2005	48
2006	2
2007	0
2008	12
2009	61
2010	37
2011	52
2012	25
2013	24

Name	Grad Date
Charissa Jones	3/2012
Kim Buckley	3/2012
Scott Brumm	3/2012
Tomeka Scudder	3/2012
Tommie Ware	3/2012
Wei Min Tjong	3/2012
Anthony Nelson	5/2012
Debra Bushey	5/2012
Dwayne Cooper	5/2012
Erskine Jackson	5/2012
Jermero Belcher	5/2012
Kevin Luu	5/2012
Kevin Stanford	5/2012
Lash Hopkins	5/2012
Lory Hoffman	5/2012
Patrick Alexander	5/2012
Rodney Sanders	5/2012
Tory Latham	5/2012

Name	Grad Date
Alec Foy	11/2012
Charles Whitelaw	11/2012
Christopher Jenkins	11/2012
Christopher Wheeler	11/2012
Derrick Wakefield	11/2012
Kisha Hayes	11/2012
Scottie Williams	11/2012
Alfred Hanko	3/2013
Collin Robinson	3/2013
Daryl Sanders	3/2013
Dawn Deransburg	3/2013
Florenzo Cribbs	3/2013
J. Donnell Nelson	3/2013
Jeremiah Edwards	3/2013
Jukoda Roosevelt	3/2013
Katrina Willis	3/2013
Larry Jr. Graham	3/2013

Name	Grad Date
Pamela Lee	3/2013
Tamika Perry	3/2013
Trayon Wakefield	3/2013
Vik DeMarco	3/2013
Brandon Waller	11/2013
Demetrius Mathes	11/2013
Ernest Lopez	11/2013
Grayline Ramsey	11/2013
Horatio Gardener	11/2013
Japonica Green	11/2013
Kermit Caldwell	11/2013
Pamela Jackson	11/2013
Terrance Seals	11/2013
Thomas Leonard	11/2013

TOOLS FOR THE TRADES CALENDAR
MATC Tools for Tomorrow: Women in Trades & Technology
October 20xx - December 20xx

DRAFT

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
October 11	12	13	14	15	16	17 Adventure OFS
October 18	19 Adventure OFS	20	21 Adventure OFS	22	23	24 Adventure Sprite ROPES
October 25	26 Intro to Trades & Safety Rm. 262	27	28 Exercise Physiology Rm. 240	29	30	31 Welding TRUAX Rm. 80
November 1	2 Hand Tool Use Rm. B010	3	4 Ironworking Rm. 140	5	6	7 Carpentry Rm. B010
November 8	9 Job-Seeking & Retention Skills Rm. 262	10	11 Printreading Rm. 242	12	13	14 Plumbing Rm. 141
November 15	16 Mechanical Principles & Applications Rm. 241	17	18 Sheet Metal Rm. 136	19	20	21 <i>No Class</i>
November 22	23 Steamfitting Rm. 234	24	25 <i>No Class</i>	26	27	28 <i>No Class</i>
November 29	30 Tradeswomen Panel Rm. 262	December 1	2 Electrical Rm. 271	3	4	5 Electrical Rm. 271
December 6	7 Employer/ Apprenticeship Panel Rm. 262	8	9 Next Steps to Apprenticeship Rm. 262	10	11	12 Woodworking TRUAX Rm. 85

Classes meet on Monday & Wednesday from 6 – 9 pm and on Saturdays from 9 am – 3 pm.

Tools for Tomorrow: Women in Trades & Technology Program
School of Applied Science, Engineering and Technology
Madison Area Technical College

OVERVIEW

The Tools for Tomorrow Program is designed to increase the enrollment, academic performance and graduation of women students in nontraditional degree, diploma and apprenticeship programs at the college through a network of services. Targeted occupational clusters include construction, industrial, mechanical and technical fields.

MAJOR SERVICES

Women in Trade and Technology Career Information Sessions – Three-hour “starting point” workshops (8-10 offered annually) that introduce women to the variety, benefits and barriers of nontraditional occupations, including current labor market information and free training options.

Career Exploration Courses – Free one-day to two-week long courses -- each focusing on a different nontraditional high wage/high skill occupational cluster. These short courses are usually offered evenings and weekends and include:

- Hands-on labs with related tools, equipment, applied math, terminology and safety methods.
- Instructors who are professional women and men with expertise in the career area.
- Discussion of job duties, methods of entry, educational requirements, future occupational growth and earnings expectations.

2012-13 CAREER EXPLORATION COURSES

Tools for the Trades – One-day workshops, November 2012 - February 2013

Exploring Careers in Engineering and Design – 2 weeks, April 2013

Exploring Careers in Advanced Manufacturing – One-day workshop, May 2013

Exploring Careers in Home Building and Cabinetmaking – 2 weeks, June 2013

Retention Services for Current Students

- **Job Shadowing** - Opportunities for students to build knowledge of industry employers and develop connections with role models through half-day visits to employer host sites.
- **Industry Connections Seminars** – Career development and networking seminars where students, alumni and industry professionals from a targeted occupational cluster come together to discuss the challenges and opportunities of the industry in a panel question & answer format.
- **Advising, Case Management and Information & Referral** – Individualized assistance to address academic, personal, financial and employment needs.

RESULTS

The Tools for Tomorrow program has been instrumental in helping Madison Area Technical College meet Wisconsin Technical College System performance goals for nontraditional enrollment and graduation. Over the past several years, over 90% of the program students in the program either graduated or were retained in their program of study.

FOR MORE INFORMATION

Contact Nancy Nakkoul, Coordinator; nakkoul@madisoncollege.edu; 608-246-5285
Madison Area Technical College, 2125 Commercial Ave., Madison, WI 53704

November 2013



SURVEY OF CONSTRUCTION CAREER PREPARATION PROGRAMS

Wisconsin Department of Transportation [WisDOT] is conducting this survey in an effort to review our investment in promoting equity and access to the potential new workforce generated by our road construction projects.

For 15 years, WisDOT and its stakeholders have sponsored and supported the Transportation Alliance for New Solutions [TRANS] program to ensure that a competent workforce is available to meet highway construction hiring needs. As we review the future and effectiveness of the WisDOT program elements, we recognize the benefit in leveraging resources for the mutual benefit of our communities.

We are trying to understand existing Dane County construction workforce development programs to proactively evaluate whether they match the needs and expectations of our road construction contractors.

Please answer the following questions and complete the attached checklist. Feel free to attach documentation to address the questions below. Your responses can be returned via email to Rochelle.codlyn@dot.wi.gov. Please direct your questions or concerns to 414-438-4587.

Program Name:	Madison College Tools for Tomorrow: Women in Trades & Technology Program
Program Contact Person (include phone):	Nancy Nakkoul, Senior Project Coordinator, 608/246-5285, nnakkoul@madisoncollege.edu
Program Address:	Madison Area Technical College 2125 Commercial Ave., Madison, WI 53704

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1. Please describe the goal of your program.

Since 1991, the goal of the Tools for Tomorrow: Women in Trades & Technology program has been to increase the enrollment, academic performance and graduation of women students in nontraditional degree, diploma and apprenticeship programs at the college through a network of services. Targeted occupational clusters include construction, industrial, mechanical and technical fields. Approximately 150 women are served each year. (See #4 below for more on specific services relevant to apprenticeship and construction trades only; the Tools program as a whole also provides prep and retention programming for other non-construction related occupational areas.)

2. What is the application process and/or screening criteria for program candidates?

Applicants attend a three hour orientation session, complete a two hour assessment session (testing of reading/math skills using the TABE and a career inventory assessment), and participate in a one hour one-on-one interview with staff. Since demand often exceeds space available, participants are selected from the applicant pool.

3. Describe the target audience of your construction preparation program (please include target demographics).

The target audience is any adult female aged 18 and over who has attained a high school diploma or equivalent who lives in the multi-county Madison College District. Additionally, the participant must receive reading and math scores at or above a grade equivalent of 9.0.

4. Please describe or list the training content/curriculum denoting number of hours for each subject or in total.

The Tools for Tomorrow Program provides five pre-college non-credit career exploration short courses each year. Two of these focus on construction related careers, as follows:

TOOLS FOR TRADES: This is an 8 week, 12 hour a week course that includes hands-on labs in a variety of trade areas (plumbing, steamfitting, carpentry, ironworking, electrical, sheetmetal, and others) to introduce participants to tools and terminology, applied math, and basic skills of that particular trade. Career information, application and testing procedures, job culture and work day expectations review, blueprint reading, and physical conditioning/ergonomics session are also included. Additional "soft skills" sections include an employer panel, a tradeswomen panel, test prep, and resume and interview preparation sessions. Instructors are MATC apprenticeship faculty and experienced tradeswomen from industry with a student-to-faculty ratio of approximately 4/ 5 to 1. Currently offered only once a year, class size is limited to 18 individuals total. First developed in 1991 and modified over time, the Tools for Trades curriculum and course is a recognized and certified pre-apprenticeship non-credit post secondary course by the Wisconsin Technical College System Board and has received several statewide awards. (NOTE: This course does NOT include any remedial math, reading, or writing preparation as any needful participant is referred to the many available free remedial classes, learning labs, tutoring resources, etc. available through the college elsewhere.)

EXPLORING CAREERS IN HOMEBUILDING AND CABINETMAKING: This is a shorter 20 hour course that introduces women to these careers. It uses a similar model of hands-on labs, staffing ratios, and soft skills topics as the Tools for Trades course, but is more focused on participant's subsequent entry into the college's 1 year related diploma programs. However, apprenticeship is covered in brief here as well. Offered once each year, class size is limited to 20.

5. Are your program or trainers or instructors to required to have any experience or credentials. If so, what are they?
As noted above, program instructors are current college apprenticeship program instructors or experienced women from the related occupation who meet the minimum criteria to qualify as a casual or part time instructor at the college. I believe this means they must have at least 7 years in the occupation. We also hire "Lab Coordinators" which are in essence Assistant Instructors who would have less experience, when needed.

6. What is the completion or graduation criteria for your program candidates?
In order to receive a completion certificate, a program participant must complete at least 85% of all hours of the program.

7. Who are your industry or employer partners or pool.
Since the Tools for Tomorrow program has been operational for over 20 years, there are many, many industry partners, too many to name here but a list could be provided if need be.



SURVEY OF CONSTRUCTION CAREER PREPARATION PROGRAMS

CHECKLIST OF WISDOT'S TRANSPORTATION FOR ALLIANCE FOR NEW SOLUTIONS PROGRAM

Please check whether your construction preparation program currently includes the following:

Screening/Assessment Criteria

	YES	NO	COMMENT
Candidates over 18 years old	x		
Valid Driver's License			Encouraged not required
Math levels above 6 th grade	x		Via TABE Survey D
Reading Levels Above 8 th grade	x		Via TABE Survey D
Job Readiness Assessment	x		Via interview (formal 26 question format with notes)
Construction Compatibility Assessment	x		Via interview
Skill Inventory Assessment	x		Via interview and the COPS Career Inventory

Life Skills Needs Assessment	x		Via solo interview with staff
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Training

	YES	NO	COMMENT
Apprenticeship Test Preparation	x	x	Via one included 3 hour session. Otherwise via referral to other Adult Basic Ed. Resources available for free at MATC.
Attendance Monitoring	x		
CDL Written Test Preparation		x	
Construction Math	x		Applied to hands-on lab projects
Construction Terminology	x		
Employer or Contractor Interaction	x		
Hands-on Construction Practice	x		
Job Site Safety Issues	x		
Map Reading	x		
Physical Conditioning	x		Via 3 hour course on physiology, ergonomics, weight training techniques/practice. Participants encouraged to continue on their own elsewhere.
Tool Identification/Usage	x		
Work Ethics/Employee Expectations	x		

Graduation Criteria

	YES	NO	COMMENT
Flagger Certification Obtained		x	
OSHA 10 Safety Training Obtained	x	x	Offered intermittently as online version outside core Tools for Trades 100 hour course
Pass the CDL written exam		x	
Pass an apprenticeship test from one of the skilled trades	x	x	That's the hope! But it's not a "criteria" for graduation from the Tools for Trades course. It's the next step in the process AFTER for those who elect to move forward into the career.
Functional Resume (tailored for construction job search)	x		

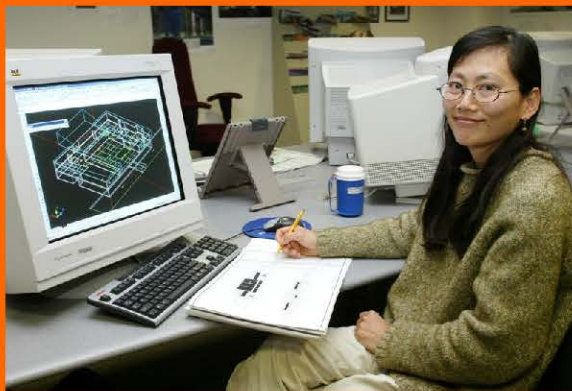
We appreciate your time and effort in responding to these questions!

Women in Trade & Technology Careers



Learn about free community programs that assist women to explore and enter high skill, high wage nontraditional careers.

Electrician
Welder
Machinist
Carpenter
Plumber
Mechanic



Architectural Technician
Civil Engineering Technician
Electronics Technician
Cabinetmaker
And More...



Call (608) 246-5285 or email toolsfortomorrow@madisoncollege.edu to attend a FREE

Career Information Session

- Friday, April 5, 9 – 11:30 am
- Wednesday, May 22, 6:30 – 9 pm



Offered at Madison Area Technical College
2125 Commercial Avenue, Madison, WI
by the Tools for Tomorrow Program
Deaf/hh use 711 Relay 2013



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

Wednesday, December 4, 2013 ▶▶ 5:00 PM - 7:00 PM

AUDIO DIAL IN INFORMATION: **1-800-747-5150** ▶▶ Access Code: **2514843#**

{In Person at Strand Associates is OPTIONAL}

AGENDA

Labor

5:00 p.m.

- 1) Roll Call
- 2) Review Agenda
- 3) Review DWD Apprenticeship Report Statistics
- 4) Review Workforce Utilization for Active I39/90/Verona Road Contracts
- 5) *Action Plan Step 1: Employment Opportunities for the Under-represented*
 - a. Review Madison TRANS Statistics of prior years

Project Updates including Next Let Dates

6:00 – 6:15 p.m.

- Contracting/Project Updates for I39/90- *Katrina Feltes*
Reminder: Go to www.511wi.gov/ for project updates anytime

Business

6:15 p.m.

- 1) Review Agenda
- 2) Review Wetland Restoration Contract Components
 - a. Subcontract opportunity Analysis (Historical participants)
 - b. Project Team Research results - {Katrina}
- 3) *Action Plan Step 3: Timely Education & Networking for Jobseekers and Potential Businesses*
 - a. Review City of Madison's 'Business Related' Grant Recipients/CBOs {Norman}
 - b. Discuss Draft Outreach Plan

PLEASE NOTE: *There will not be a January Meeting*

Next Meeting
February 5, 2013

Dane County Stakeholder Committee Meeting

Business Subcommittee Handout * Item 2

Wednesday, December 4, 2013

I. Review of Wetland Restoration Contract Components

Wetland Mitigation and Stream Relocation (Principal Items):

- a. Excavation Common
- b. Salvaged Topsoil
- c. Mulch
- d. Seeding
- e. Shrubs
- f. Riprap
- g. Pond Liner Clay
- h. Coarse Aggregate Mix for Stream bed

Subcontracting Opportunities:

- Construction Staking
- Landscaping/Seeding
- Erosion Control
- Traffic Control
- Trucking (Hauling – Excavation, aggregate, Topsoil)

II. Historical Participants:

Primes:

- Mashuda Contractors
- C. W. Purpero
- Super Western

DBE Subcontractors

- ❖ Mega Rental- Traffic Control
- ❖ Community Traffic Control- Traffic Control
- ❖ Double D Landscaping- Landscaping
- ❖ M Squared Engineering- Construction Staking
- ❖ E.J. Meyer- Trucking
- ❖ Hall Trucking - Trucking

Dane County Stakeholder Committee

Business Subcommittee Handout & Item 3b

Wednesday, December 4, 2013

Discussion Template for Draft Outreach Plan

Foundation Document: Action Plan for the Dane County Stakeholder Committee

Our Mission: # 3 from our Action Plan

Timely Education & Networking for Jobseekers and Potential Businesses

I. Problems the Outreach plan will solve

The Southwest Region Business Outreach and Marketing Plan provides the overall frame work to build a single point of contact system, that defines each partners role and responsibilities as well as the menu of services to be delivered and the model for the delivery of the services.

II. Program partners involved in the delivery of coordinated services.

III. Design of the plan.

Actions

- a) Create criteria for quality and/or effective interaction with prime contractors
- b) Identify the responsibilities of members of this committee
- c) Identify interaction with local partners: who & how
- d) Describe standardized practices: training, postings, networking
- e) Description of the schedule of services
- f) Desired reporting format & schedule for this committee: *monthly with meetings*

IV. Describe how we will measure success.

Sample Outcomes for Businesses

The outreach and marketing plan is designed to increase the awareness of available subcontracting firms and increase the number of businesses in the area that are DBE certified

The services to local businesses will be improved in the following ways:

- Access to a comprehensive enhanced menu of services from all partners' programs at every contact with the system
- Improved understanding of WisDOT and DBE program for community business development programs and an analysis of what businesses want and need to be successful
- Coordinated single point of contact system for the delivery of products and services, to eliminate duplication of employer contacts.
- Increased market penetration (statewide, including WisDOT)

Sample Outcomes for the Dane County Business Community

The plan is designed to complement and support the vision and goals of the Environmental Justice principles outline in the federal regulations while being responsive to the Dane County Stakeholder Committee's goals.

V. Rollout schedule