



APPRENTICESHIP:

*Midwest Transportation
Workforce Summit*

December 2015

tradition.

work-based training



90%
On-the-Job
Learning



10%
Related
Instruction



Binding
Contractual
Agreement



Approved
by
DWD/BAS

tradition.

What is Registered Apprenticeship?

WISCONSIN
APPRENTICESHIP
SINCE 1911

- Employer sponsored flexible training program
 - ☐ Apprentice Contract specifies training & performance
 - ☐ Apprentice earns progressive wage
 - ☐ Journeyworker(s) provide on-the-job training
 - ☐ Industry instructors lead classroom (theory) training
 - ☐ Apprentice works toward journeyworker status
- Regulated by the state

today.

On-the-job training

Supervised, structured on-the-job training

- Provided by the sponsor
- The job is primary component of apprenticeship
- 90% of training is learned on the job
- Written standards govern the on-the-job training
- Work must be supervised by skilled journeyworker



today.

classroom training

Related (classroom) Instruction

- Theoretical and technical, as required by WI law
- Primarily through Wisconsin's Technical Colleges
- Employer pays apprentice's normal wage while attending
- Apprentice pays for tuition & books



today.

Apprenticeship credentials

- Average time to completion: varies
- Formal credential upon completion
 - ☐ Journeyworker skill level
 - ☐ Acknowledged nationwide
 - ☐ Portable nationwide
- 39 credits towards AAS degree



today.

Why Apprenticeship? Why now?

it's a job.

it's school, too.

worker shortage?

here's a solution.

skills shortage?

productivity, now.

** Addresses two prevalent issues.*

today.

Benefits to Employer

- Targeted training + productive work
 - ❑ In employer's facility, on their equipment, with their customers, tailored to their needs
- Internal career ladder for unskilled employees
- Employee wage is equivalent to skill level
- Proven to reduce turnover and absenteeism

THE CONTRACTOR'S PERSPECTIVE

Dawn Pratt

EEO Officer for a family of Highway Construction Companies
Payne & Dolan Inc. – Zenith Tech Inc. – Northeast Asphalt Inc.

Our History

- CEO, Ned Bechthold, was an advocate for community involvement Ned has since passed away but his legacy continues.
- Under his guidance became very involved in community workforce activities
- Worked with DWD, WisDOT, Community based organizations, church groups etc.
- Started to see a trend with the falling economy and the age of our workforce
- Attended several sessions by Chief Economist for DWD, Dennis Winters

Got Scared!

Problem

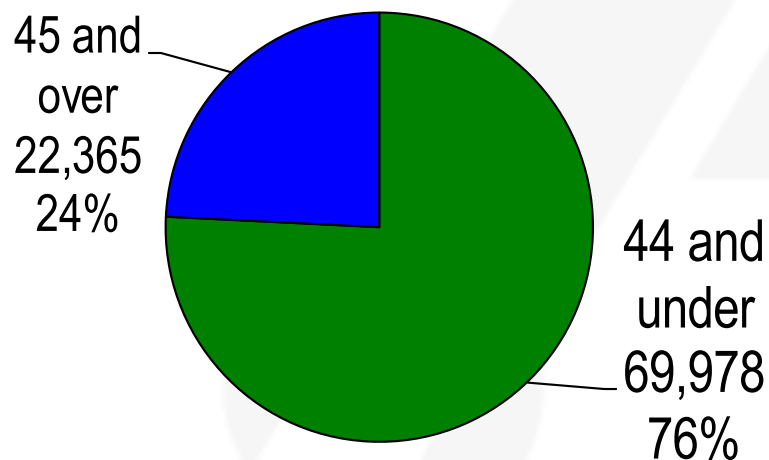
- The problem was that our management and supervisors did not get it! They believed, as in the past, that:
 - They will continue to line up to work for us.
 - They want the long hours because it pays more.
 - There are plenty of people out there to work construction.
 - They all have valid driver's licenses and who can't drive a manual transmission?
 - People have transportation and will work whenever and wherever we need them to.
- Guess where that got us?

Education

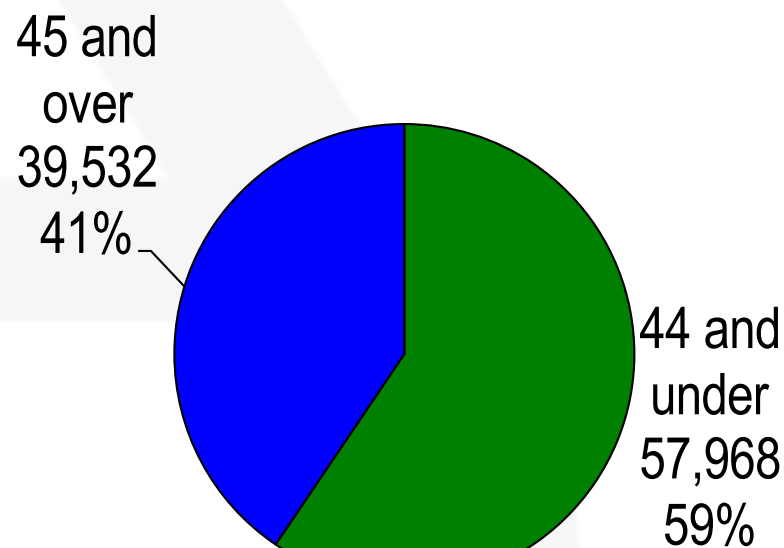
- Started to provide our own people with reality lessons
- Educated myself as much as possible.
- Made connections, volunteered, stayed involved.
- Fought to explore non-traditional workforce as replacements.
- Worked with management by presenting the figures.
- Presented at our annual meetings what was going to happen in a few short years.

Age of Construction Workers

in 1991



in 2011



Source: Census Bureau, Quarterly Workforce Indicators 2011

Aging workforce (2014)

- All companies (retirement is 55 in most unions)

Job Classification	Years Worked	Average Age
Laborer	6.3	37.7
Operating Engineers	14.6	44.6
Cement Finisher	11.3	47.2
Carpenter	9.1	41.4
Sub foreman	19.9	45.7
Foreman	20.3	46.1

Decline since 2007

- In 2007 we had 78 apprentices in the three companies – now we have 45. Primarily due to the drop in economy. Partly because times have changed. No longer long lines to come to work for construction. (picking up experienced workers from companies that go under)

Barriers to Hiring New Workers

- Driver's license issues
- No desire for a CDL
- Travel & long hours not attractive
- Hard physical work
- Seasonal
- Sporadic at times.
- Not mechanically inclined
- No practical experience except – thumb agility!

Recruitment

- Image, perception of the industry discourages entry by youth of color and women
- Industry lacks a response to the problem
- People do not see construction as a viable long term career option
- 200 – 300% Shortage coming

How Does This Affect You (our employees)

- The jobs in the future will be in the trades and manufacturing
- The demand is shifting to blue collar careers
 - The money will shift also
 - To be successful you do not have to attend 4 years of college
 - Skilled journeyman make comparable wages to white collar positions and sometimes more
- Help diversify our workforce and promote our image

It Worked!

- We started to get the fact that we could no longer sit back and complain.
- Superintendents started to go to union orientations and presentations.
- Very involved with Big Step (CBO) in Milwaukee
- Taught at the WisDOT sponsored TrANS program.
- Career fairs with Veteran's organizations
- Went to high schools that would take us.

2015

- Hired 30 new apprentices
 - Either from the hall or introduced them ourselves
 - 4 Different trades
 - Three corporations

Involvement

- Governor's Council on Workforce Development
 - Subcommittee co-chair for YA – RA
- Co-chair Advisory Council on Apprenticeship at DWD
 - Subcommittee member on 2 subcommittees
- Board member of several community based organizations
 - Carefully chosen as leaders and producers of workforce
- Construction committee of the Milwaukee Area Workforce Development Board
- Member of the Wisconsin Tribal Council through WisDOT

Time – Energy - Commitment

- Not every company has the time and resources available
- Must get involved to some degree
- People are in high demand and the best workers will be gotten by the most active employers
- Create an environment that welcomes ALL interested workers
- Treat people with dignity and respect and appreciate their contribution or they will leave!

Wisconsin Operating Engineers Key Partner in Apprenticeship Training



Where the ROAD to success begins



What happens at WOE Training Center

- Training raised to another level



- Working together to pick the right career path



What happens at WOE Training Center

Working with apprentices so they are not left hanging



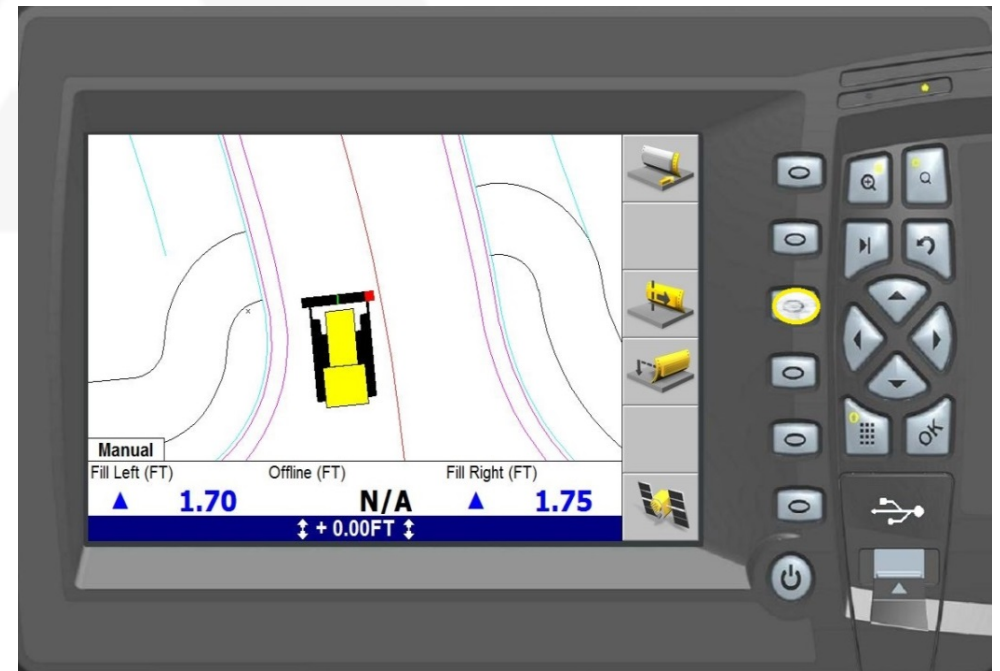
What happens at the Training Center

- The use of machine simulators to train on to save fuel and maintenance



What happens at the Training Center

- With some help from up above the GPS satellites give us guidance



What happens at the Training Center

- Elements can't slow us down when we can stay inside to keep training.



What happens at the Training Center

- Being able to work indoors in the inclement weather will give extra hours on equipment that would have been lost in previous years.
- [indoor working.mp4](#)

What happens at the Training Center

Helping veterans transform from “Combat to Construction”. A small token of appreciation for their large sacrifice. Thank you to all that served!



What happens at the Training Center

- **Promote a safety culture in hopes that all can return home alive and unharmed every day.**
- **Discuss the values that it takes to be a successful trades person.**
- **Instruct on real to life projects using the equipment that their employers use.**

How do you become an apprentice Operating Engineer?

- Must attend “Info Session” on the second Tuesday of the month from March to November.
- Must bring proof of high school graduation or GED from an accredited school with the Wisconsin Public Education.
- Must bring valid driver’s license
- Applicant must be pass a Ramsey standardize test that has be designed for this trade.

SE WI Carpenters

Key Partner



Goal

To make the Construction Industry to
reflect the demographics of the
community it serves

Carpenters Statistics

- 14 % (55-64 years old)
- 25 % (45-54 years old)
- 23.5% (35-44 years old)
- 25% (25-34 years old)
- 8.5% (16-24 years old)

Projected Growth

Total growth for all occupations is 11% from 2012
– 2022

Projected Growth in Employment

Long term on-the-job training (Apprenticeship)

- Carpenters – 24%
- Electricians – 20%
- HVAC – 21%
- Plumbers, Pipefitters, and Steamfitters – 21%
- Operating Engineers – 19%
- Brick Mason / Stone Mason – 34%

Projected Growth in Employment

Short term on-the-job training

- Heavy and Tractor Trailer Truck Driving – 11%
- Railroad Workers – 3%
- Bus Drivers – 9%
- Airline and Commercial Pilots – 1%
- Taxi Drivers and Chauffer's -

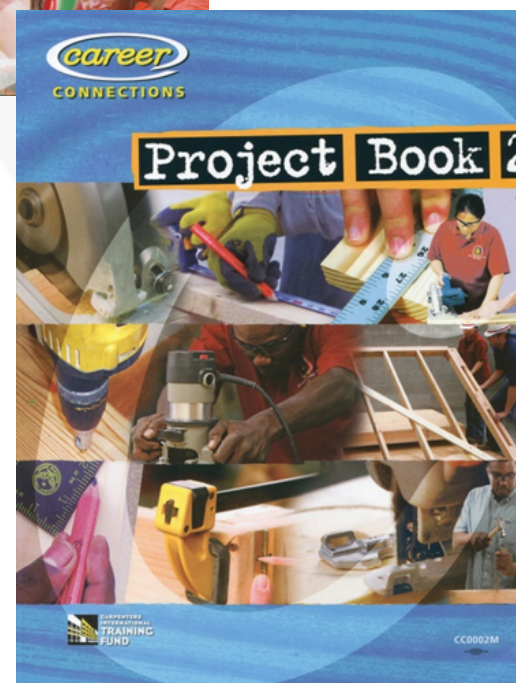
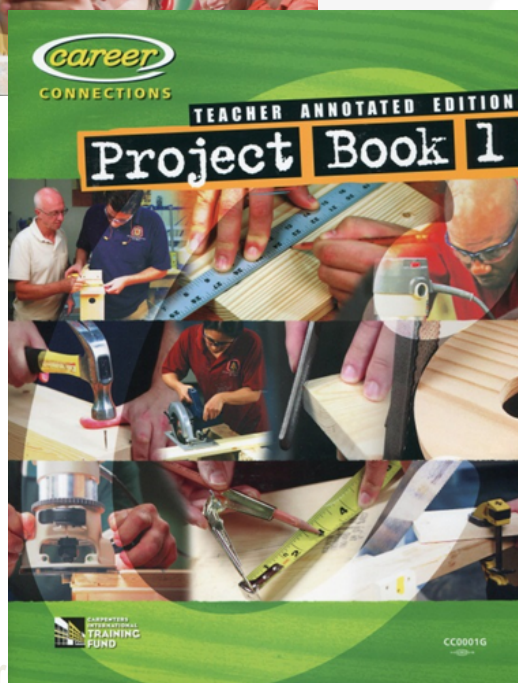
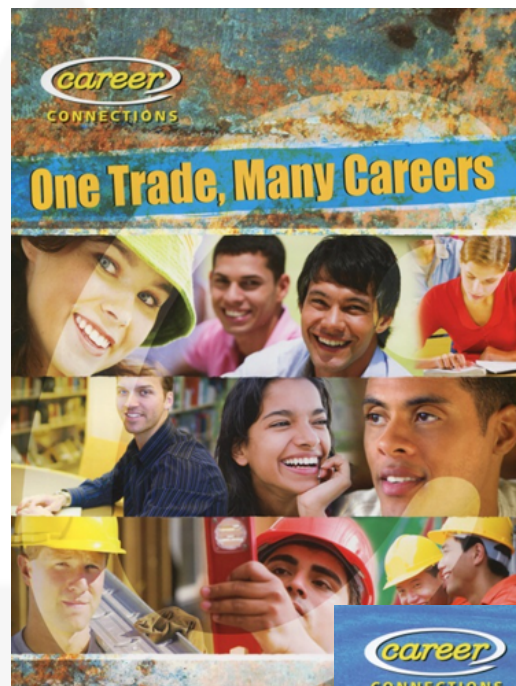
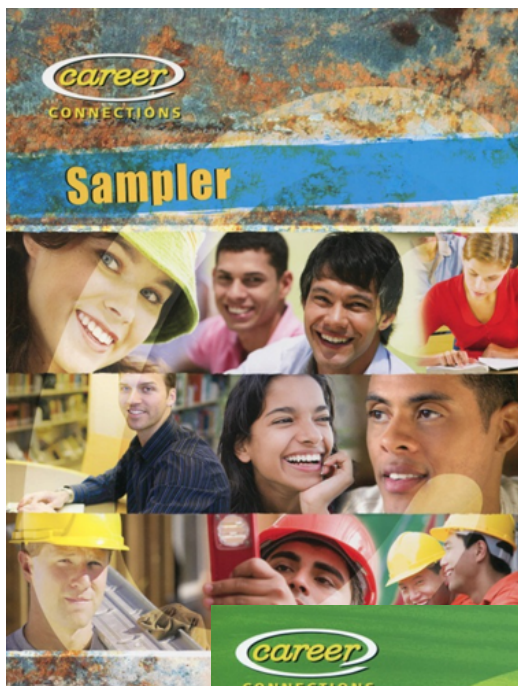
Outreach

Southeast WI Area Carpentry JAC had
over 65 career events in 2014 / 2015

Outreach / Build 2 Learn

- Career Connections
- Middle School on up – Diverse Population
- Cigar Box Guitar
- Tool Tote
- Bevin's Skiff (launch with the community)

Career Connections





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Cigar Box Guitar



Bureau of Apprenticeship Standards

Tool Tote



Bevin's Skiff



Your Information Source

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