

# 34TH DBE WORKSHOP & SECRETARY'S GOLDEN SHOVEL AWARDS

Diversifying  
Contracts in  
Design and  
Construction



## BRIDGING THE SKILLS GAP IN THE CONSTRUCTION INDUSTRY

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# 34TH ANNUAL DBE WORKSHOP & SECRETARY'S GOLDEN SHOVEL AWARDS



- **Dennis Winters – Department of Workforce Development**
  - Wisconsin Labor Market Statistics
- **Joshua Johnson – Department of Workforce Development, Bureau of Apprenticeship Standards**
  - Wisconsin Apprenticeship Track to Success and What does the Demand Look Like
- **Timothy McMurtry II – Employ Milwaukee**
  - How Employ Milwaukee Services the Small Business Community
- **Shannon Jefferson – Gibraltar Industries**
  - Steps a Small Business Takes to secure and retain employees
- Moderator – Laura Heller, WRTP/BIG STEP – Southeast WI TrANS Provider

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# 34TH ANNUAL DBE WORKSHOP & SECRETARY'S GOLDEN SHOVEL AWARDS



**Dennis Winters**

Chief Economist

Department of Workforce Development

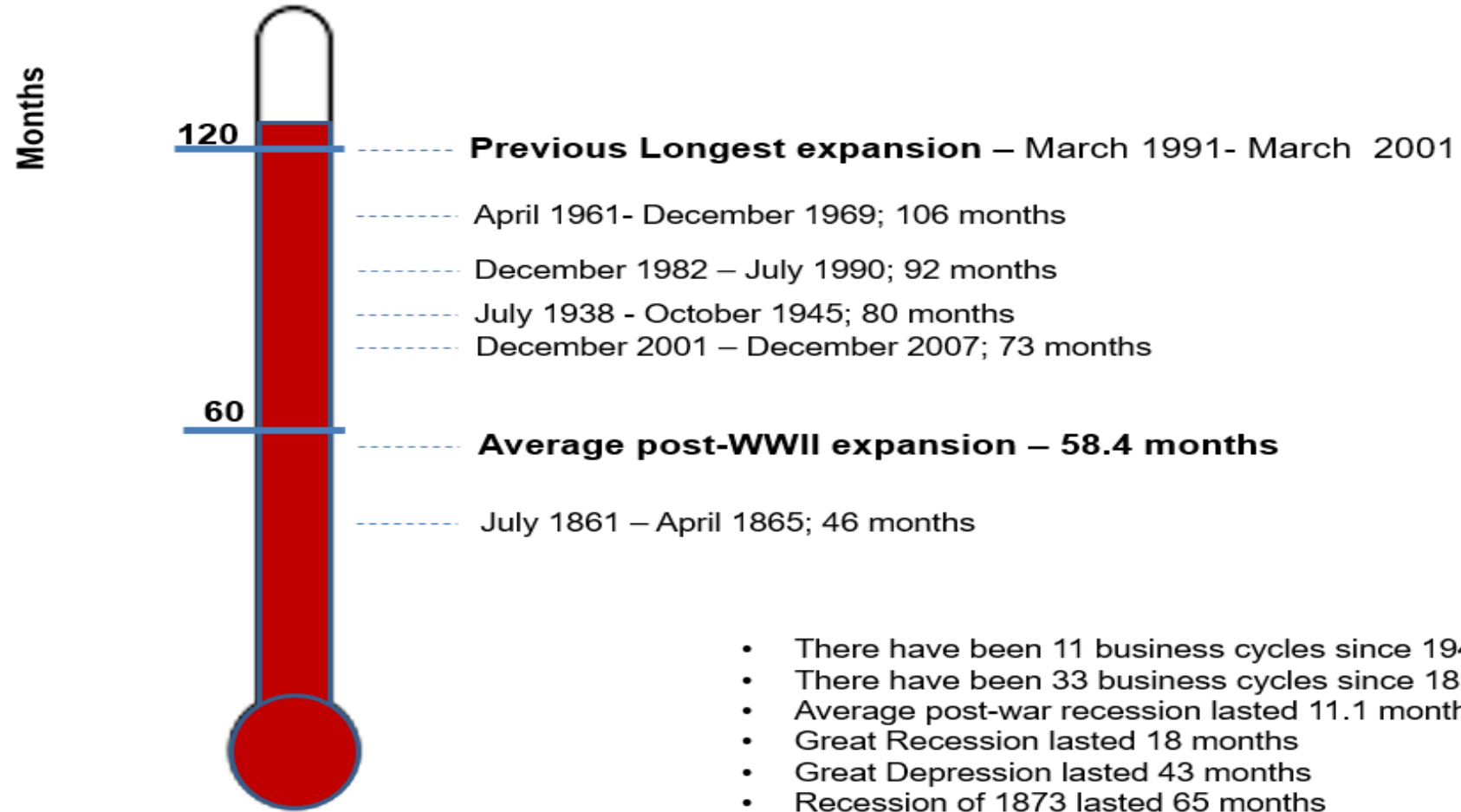
**Wisconsin Labor Market Statistics**

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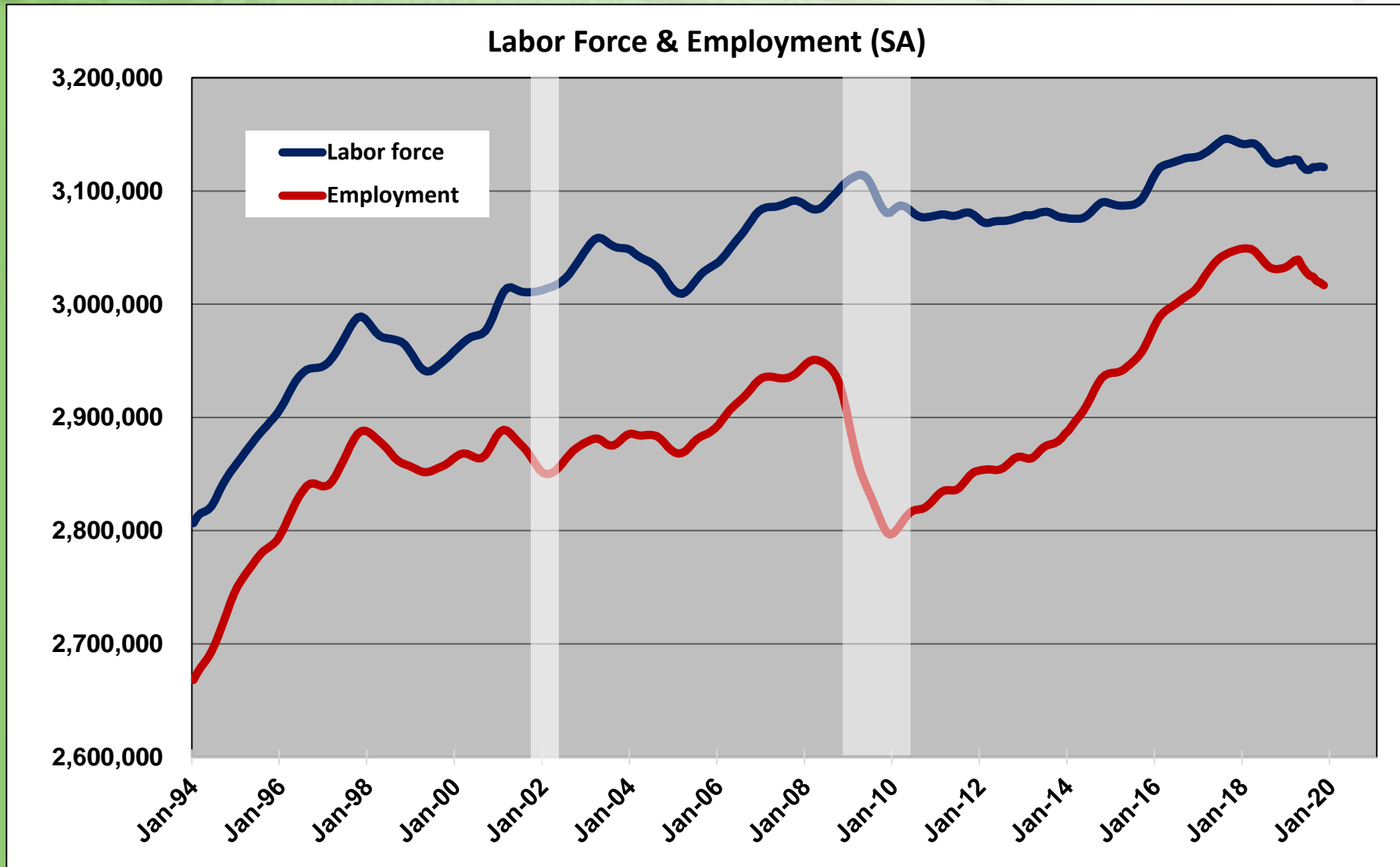
**Longest expansion; July 2009 - ?; 127 months (January)**



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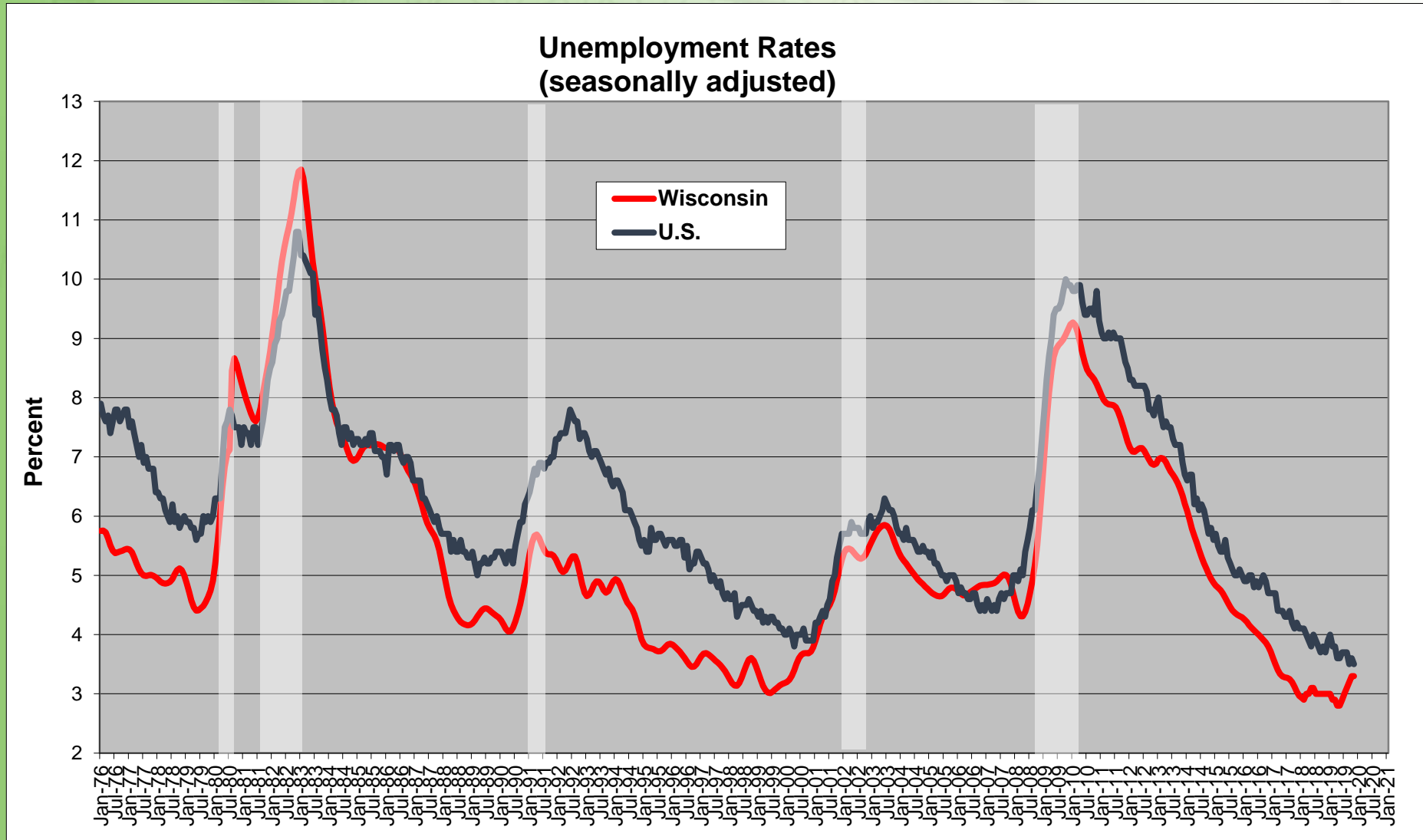
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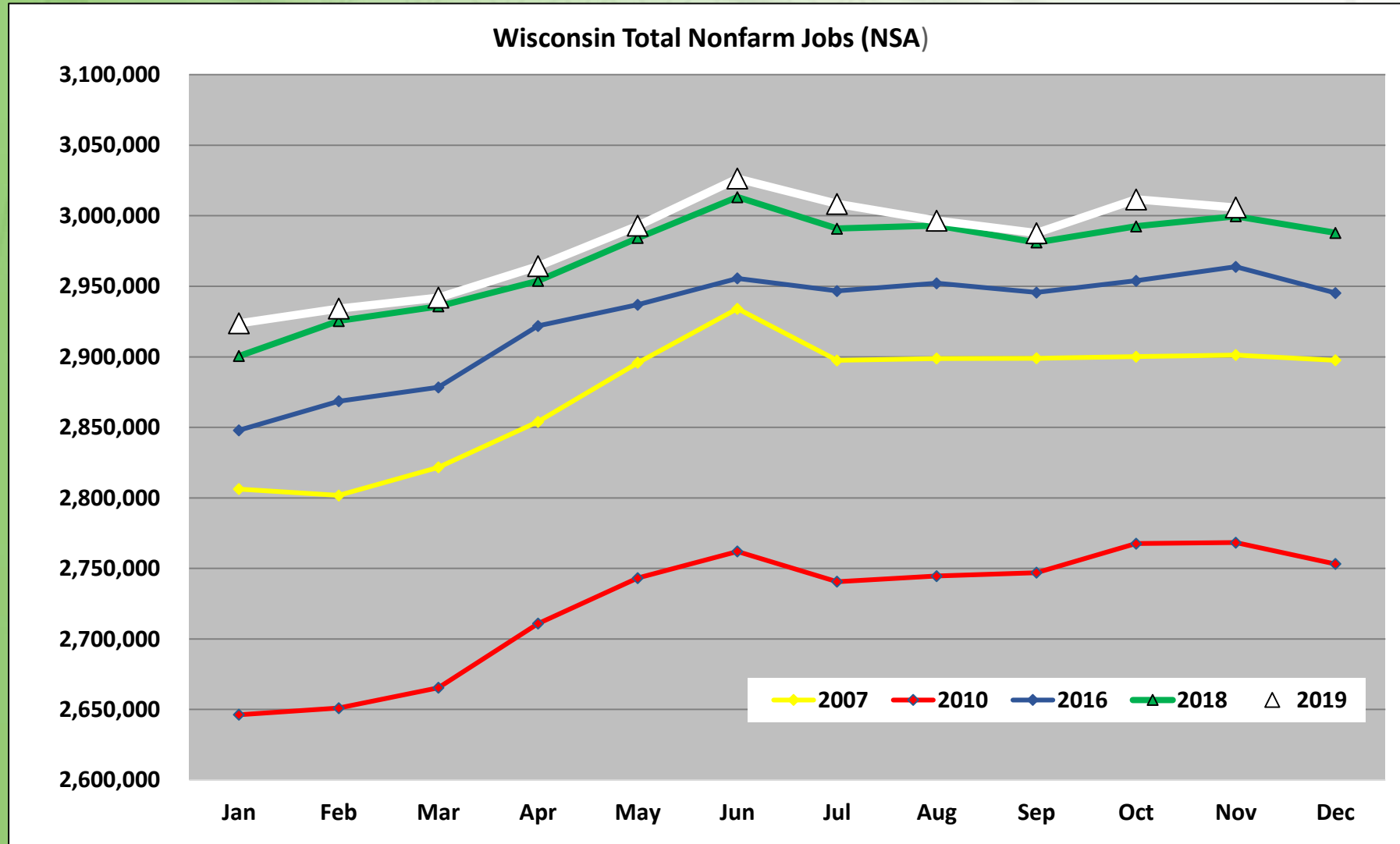


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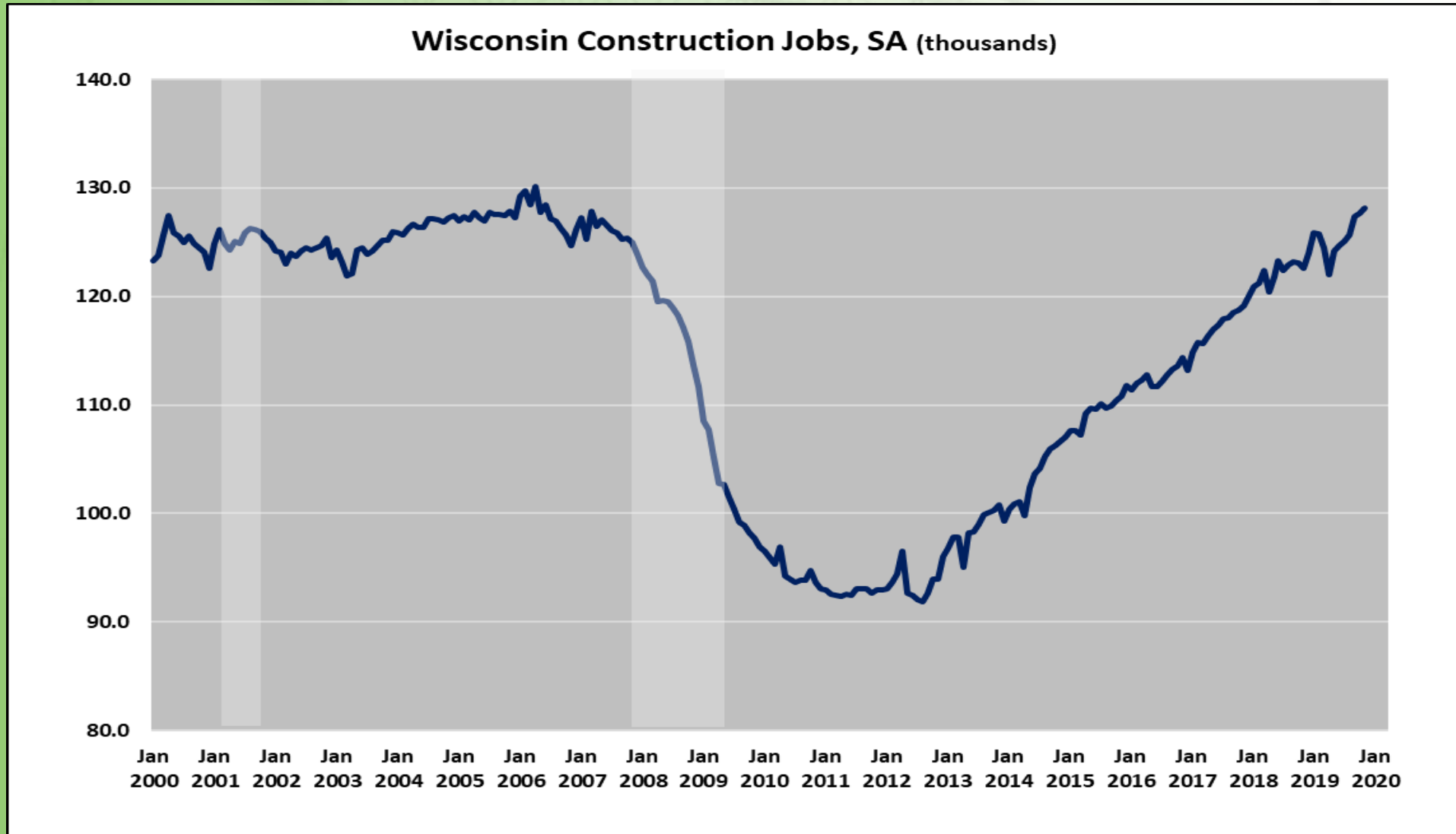


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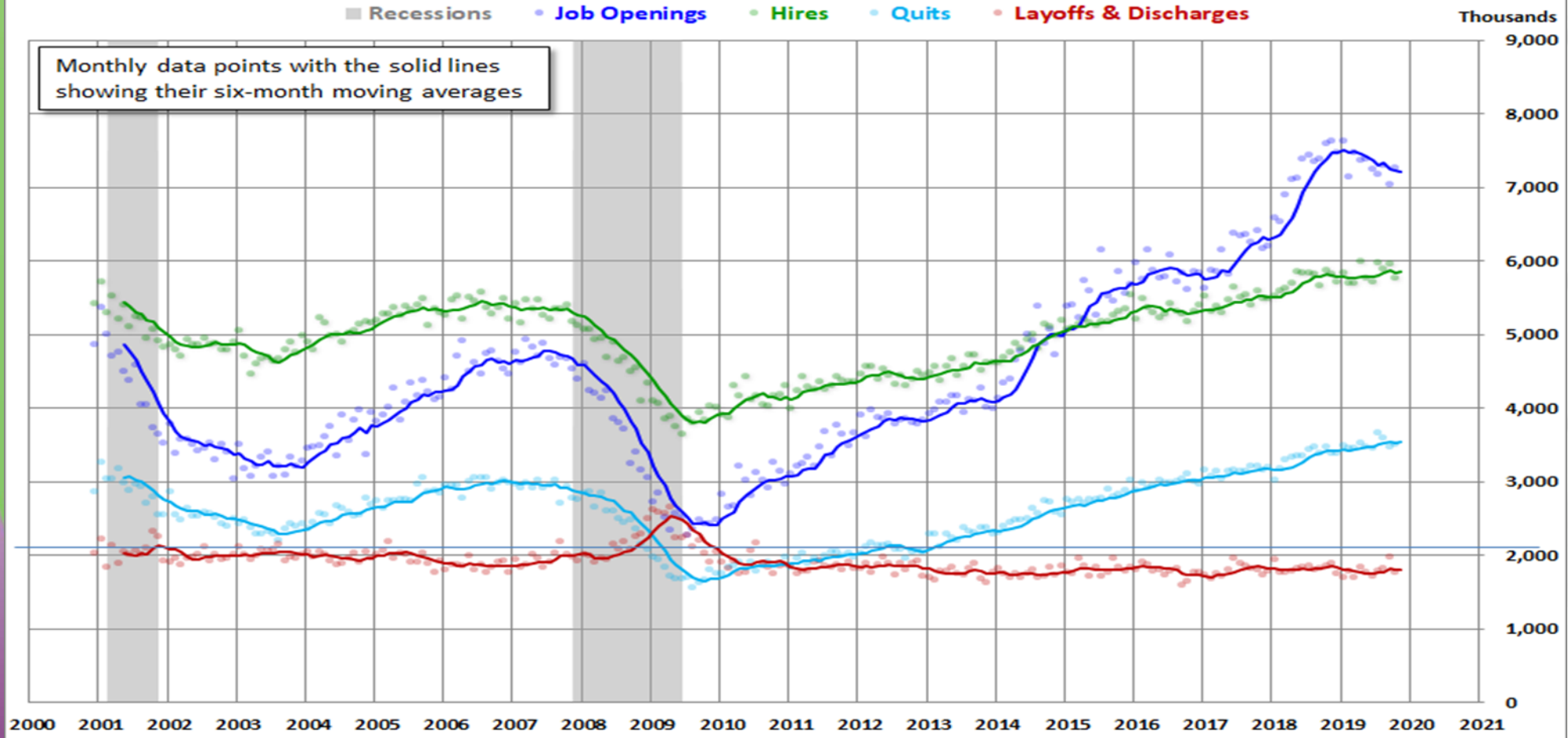


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ADVISOR  
PERSPECTIVES

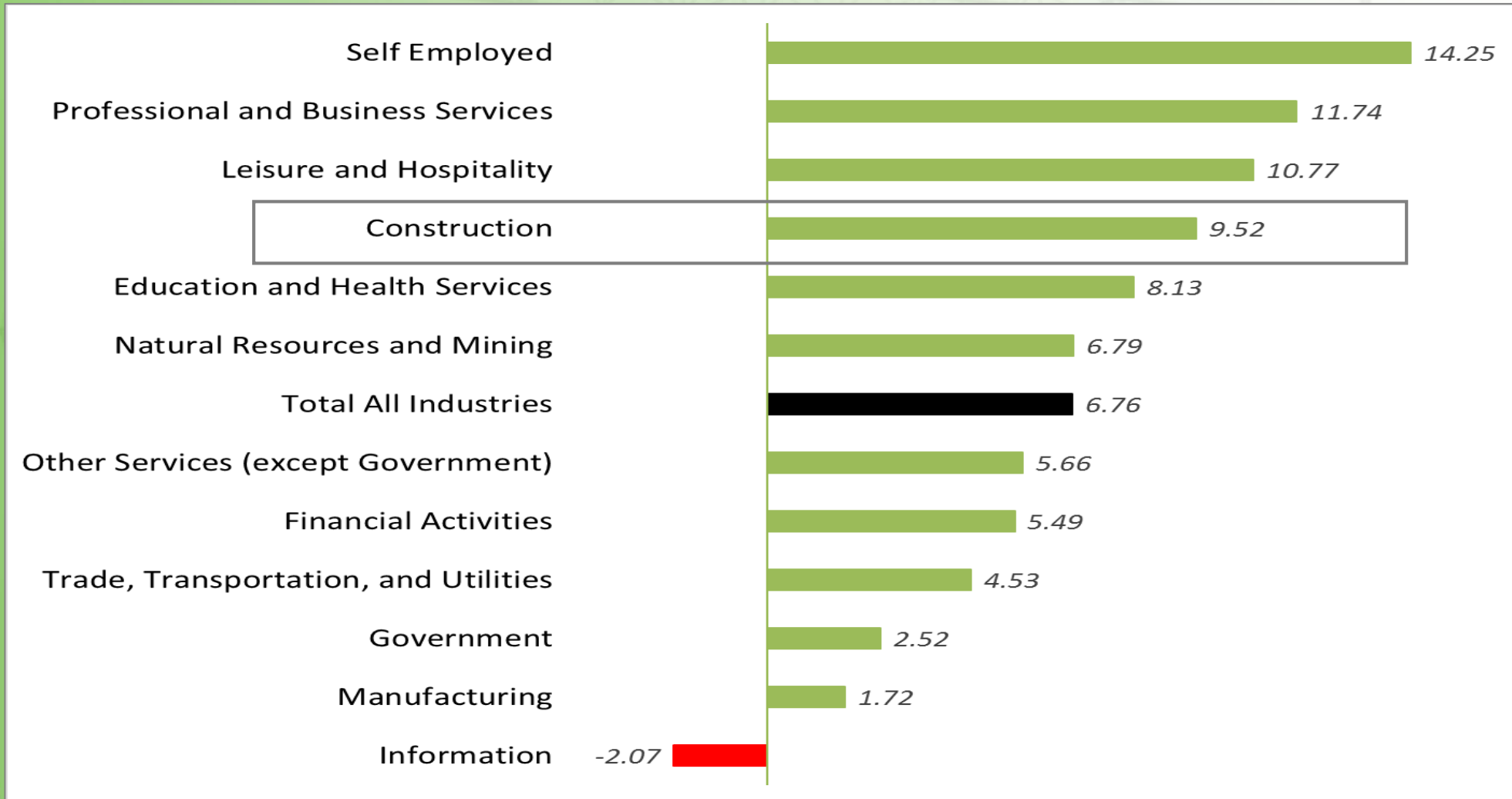
## JOLTS Report for Total Nonfarm Employment: Job Openings and Labor Turnover

dshort.com  
December 2019  
Data through October



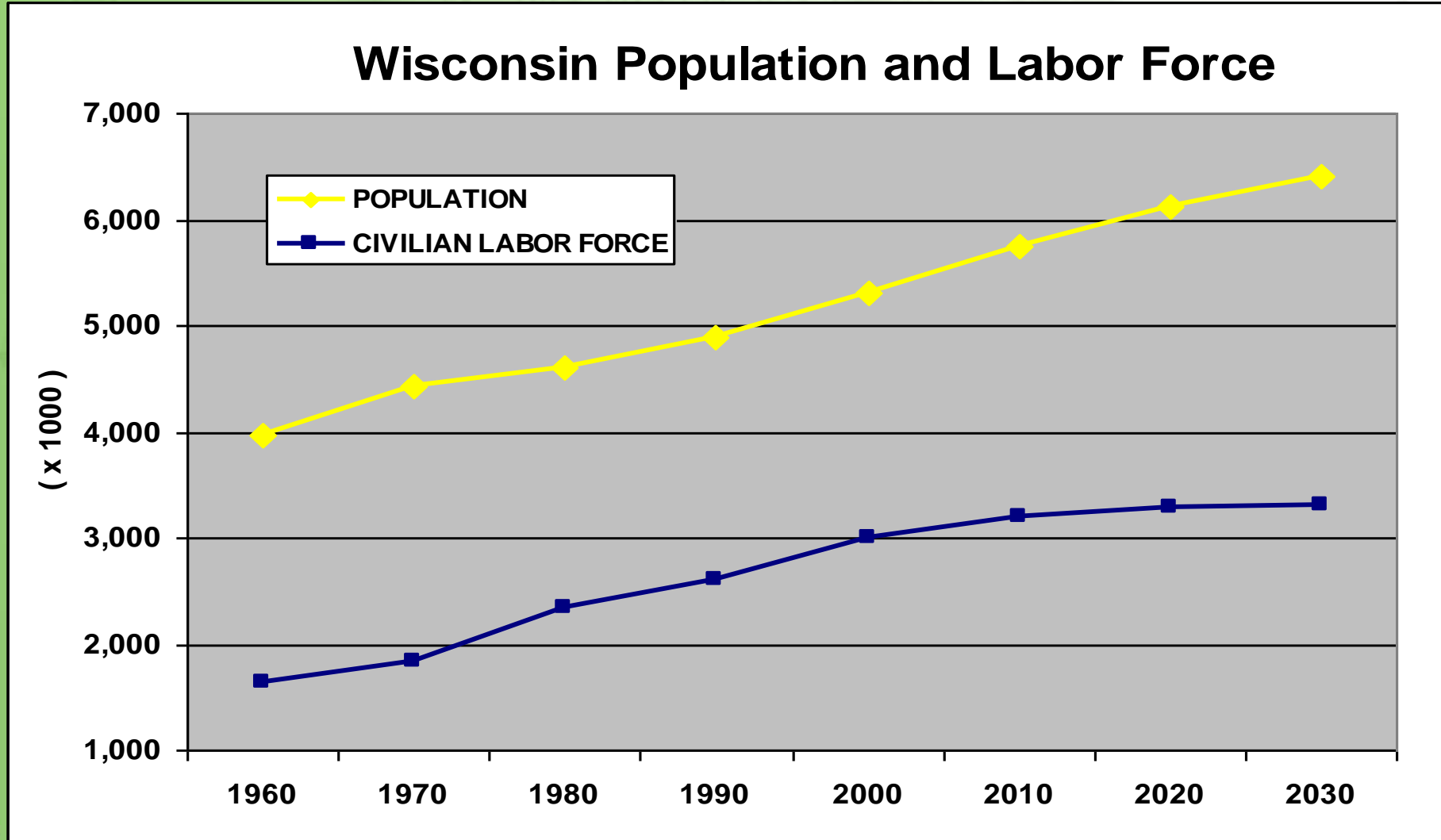
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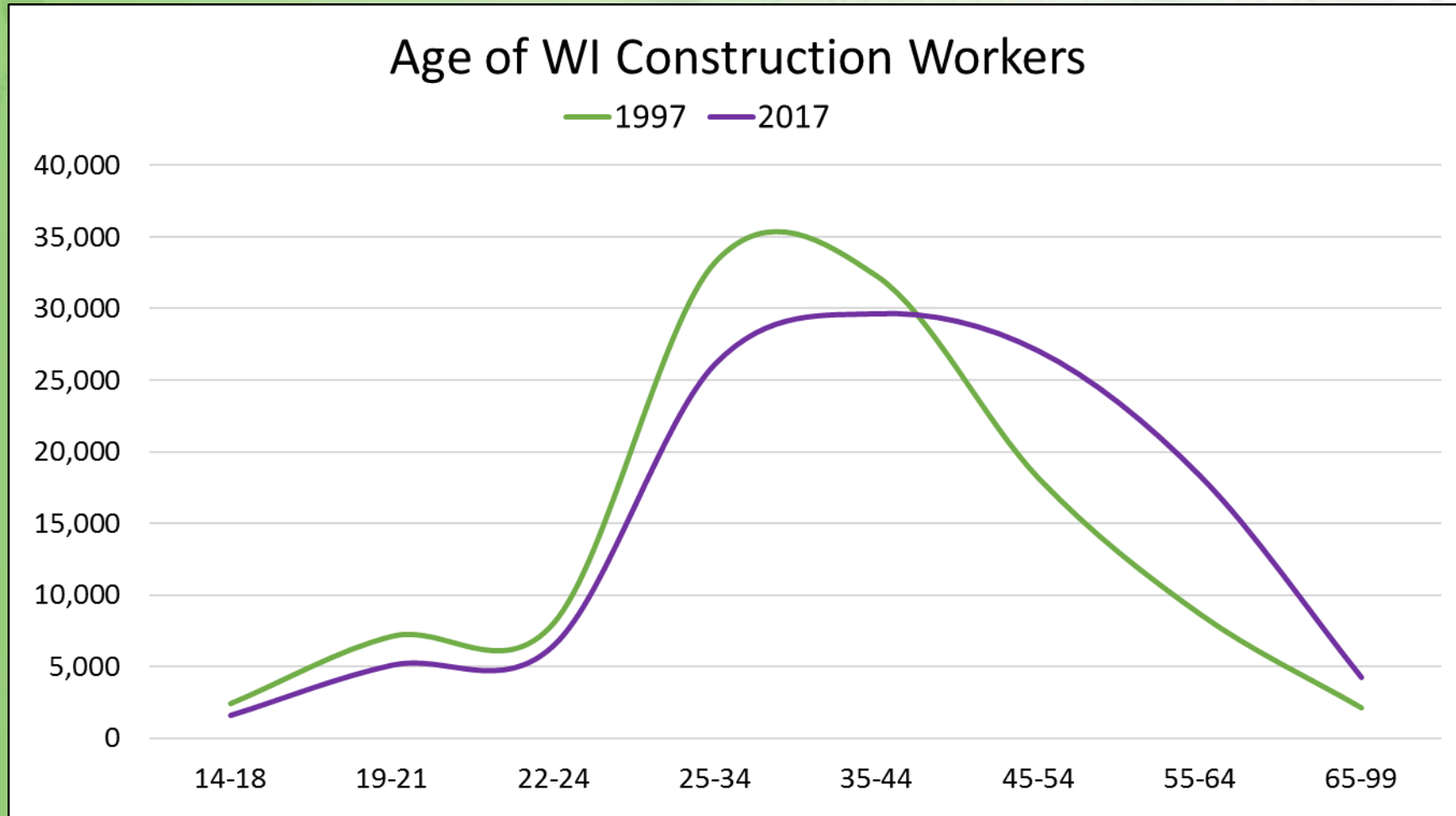
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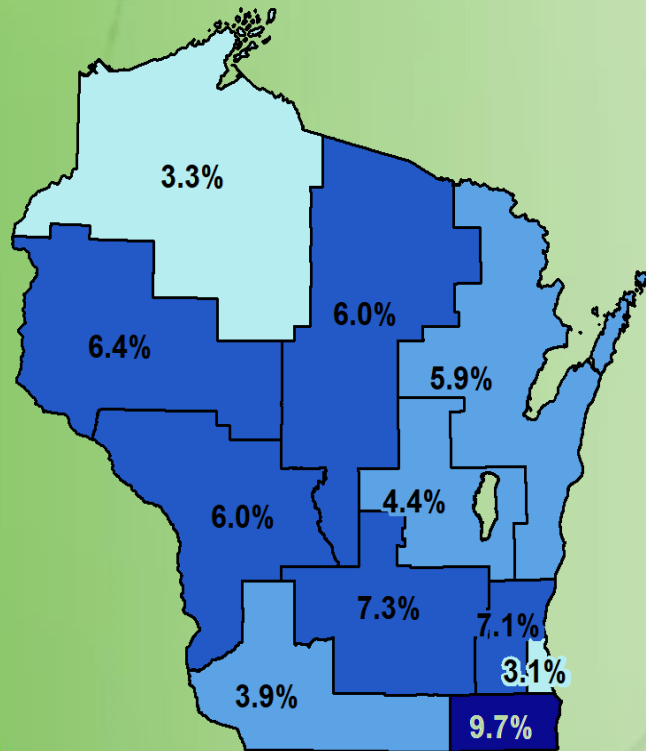


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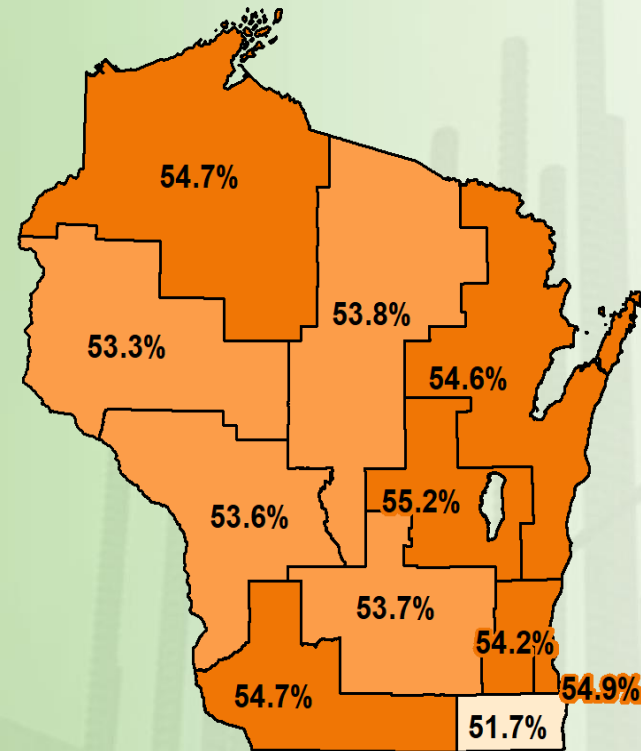
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Annual Growth



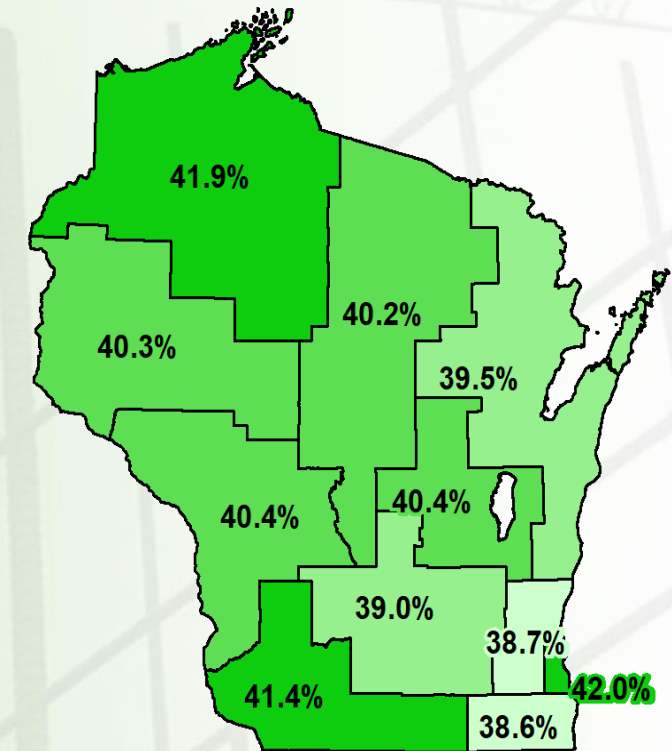
2.0% - 3.9% 4.0% - 5.9% 6.0% - 7.9% 8.0% - 9.9%

Occupational Transfers



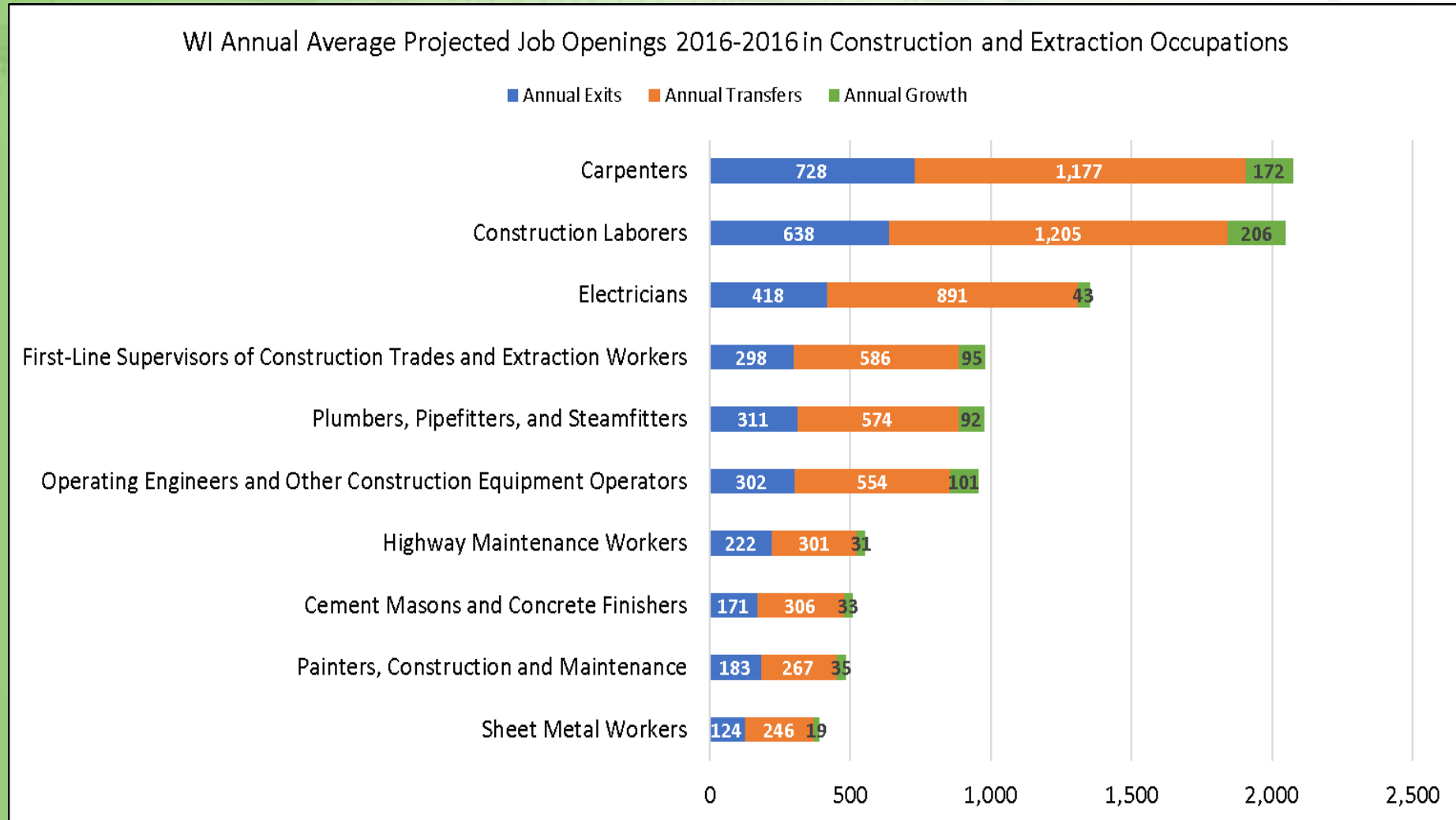
51.0% - 51.9% 52.0% - 52.9% 53.0% - 53.9% 54.0% or more

Labor Force Exits



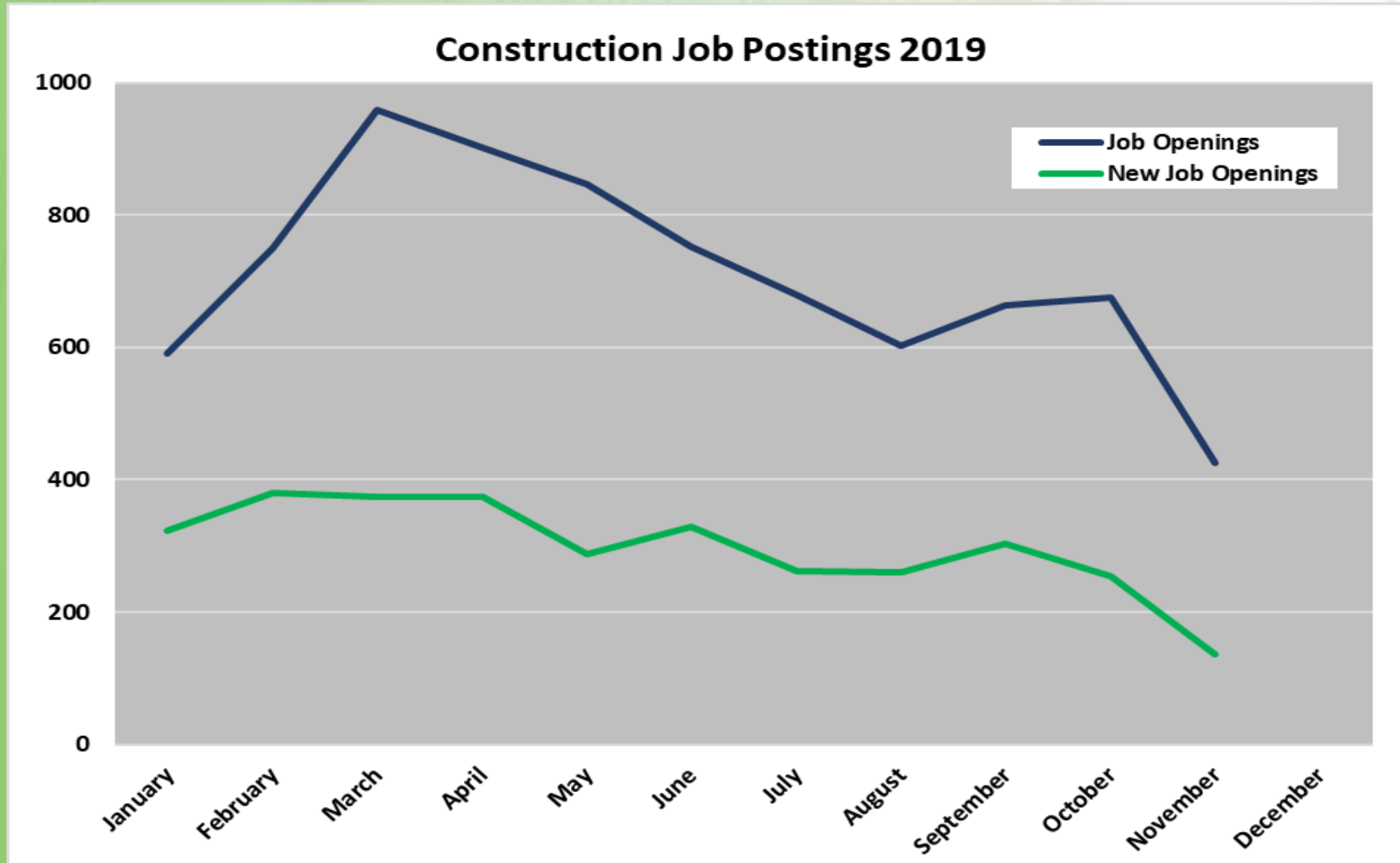
38.0% - 38.9% 39.0% - 39.9% 40.0% - 40.9% 41.0% or more

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Gender (%)		
	Male	Female
Overall Labor Force	52.2%	47.8%
<b>Construction Industry</b>	<b>90.8%</b>	<b>9.2%</b>

Race/Ethnicity (%)			
	White	Hispanic or Latino	Black or African American
Overall Labor Force	83.8%	6.2%	5.1%
<b>Construction Industry</b>	<b>90.2%</b>	<b>5.3%</b>	<b>2.4%</b>

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## Takeaways

- We have a **Quantity** challenge
- We have a **Quality** (Skills) Challenge
- Find every **body** you can and **skill** everybody to their **max**

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# 34TH ANNUAL DBE WORKSHOP & SECRETARY'S GOLDEN SHOVEL AWARDS



**DENNIS K. WINTERS**

Chief Economist

[Dennis.Winters@dwd.Wisconsin.gov](mailto:Dennis.Winters@dwd.Wisconsin.gov)

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# 34TH ANNUAL DBE WORKSHOP & SECRETARY'S GOLDEN SHOVEL AWARDS



**Joshua Johnson**

Wisconsin State Director

Bureau of Apprenticeship Standards

**Wisconsin Apprenticeship Track to Success  
and What does the Demand Look Like**

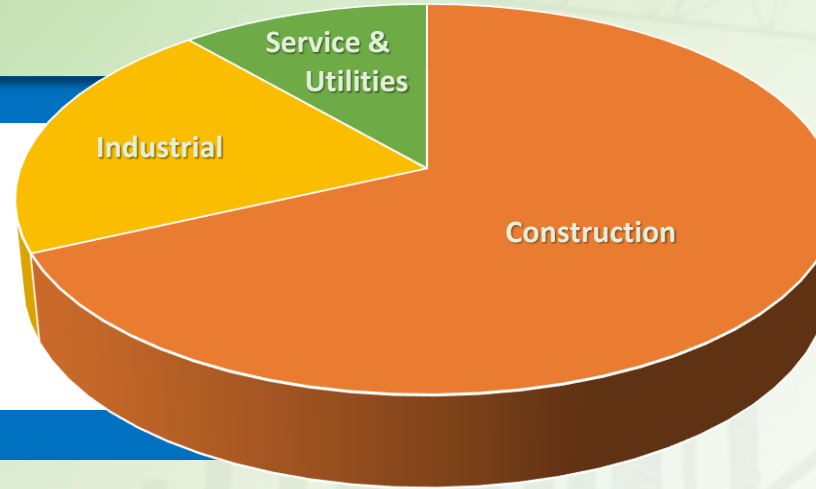
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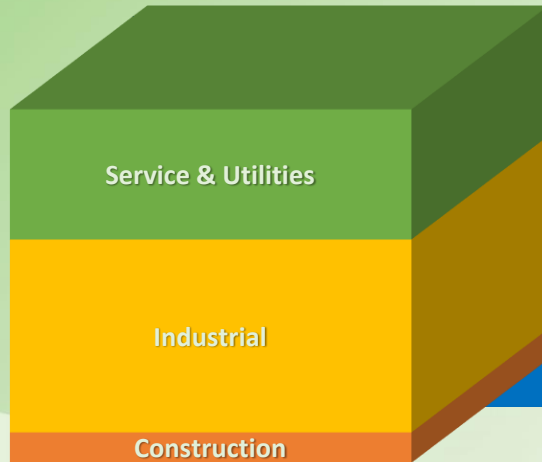


**14,687**

*Active Wisconsin Apprentices*



**(2019)**



**1,031**

*Wisconsin Apprenticeship Sponsors*

**2,836**

*Wisconsin Apprentice Employers*

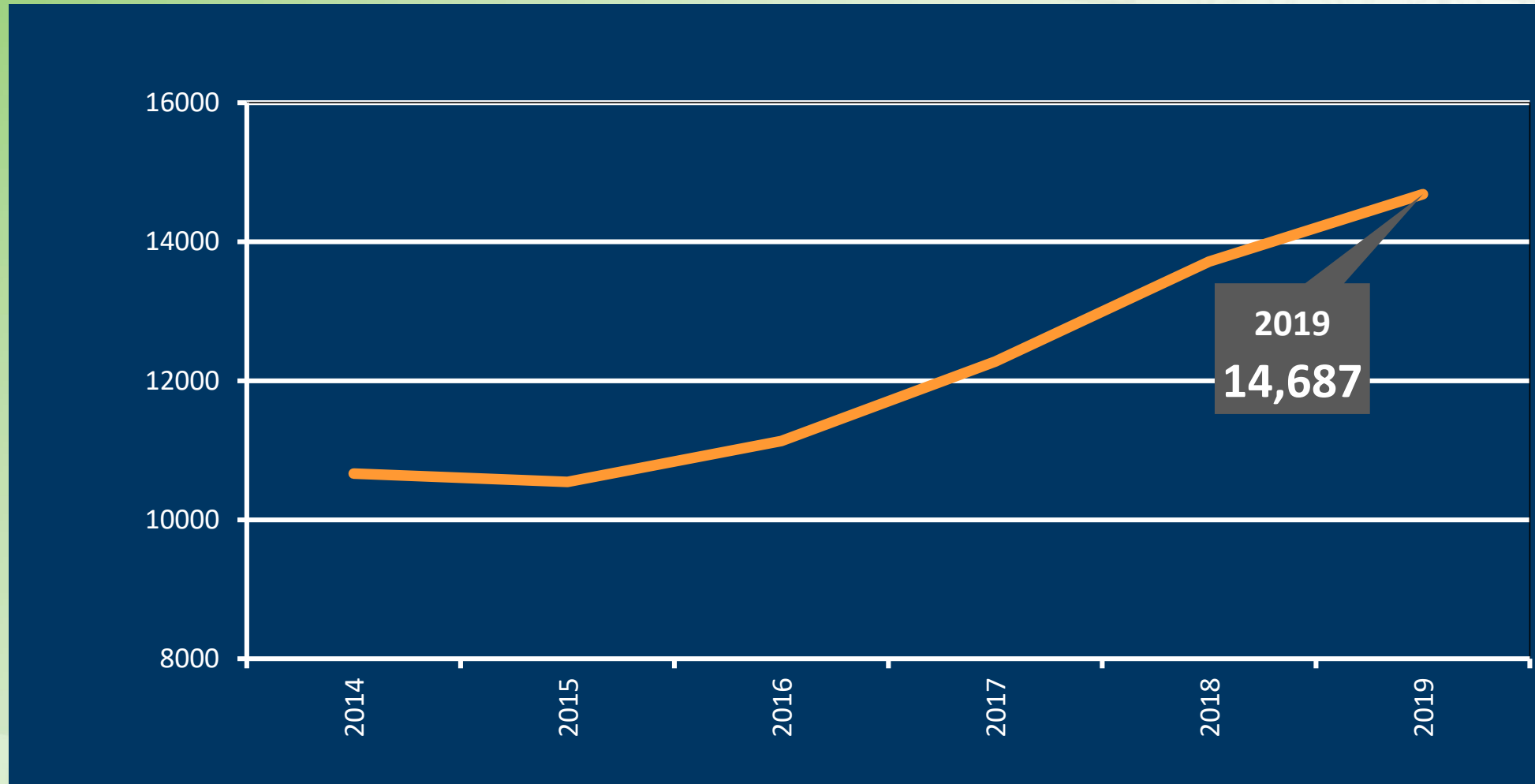
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**Active Contracts  
2014-2019**

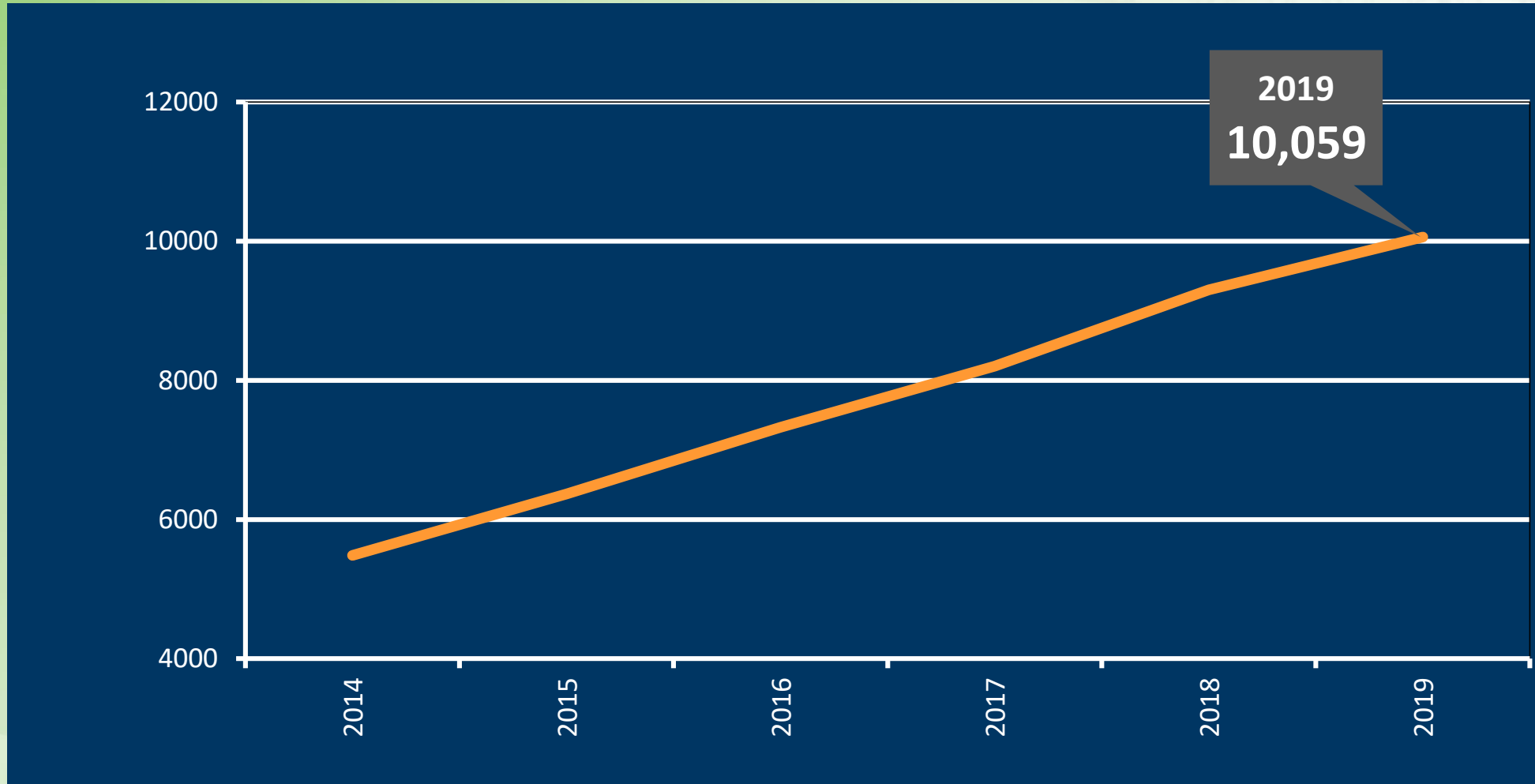


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**Construction Contracts  
2014-2019**



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## Explore Apprenticeship

Apprenticeship offers a unique workforce solution for both employers and job seekers. Learn more about the different types of apprenticeship in Wisconsin and find the right fit for you.

Registered Apprenticeship

Youth Apprenticeship

**Pre-Apprenticeship**

Bridging YA to RA

### Pre-Apprenticeship

Pre-Apprenticeship is an opportunity to help job seekers gain the necessary skills for Registered Apprenticeship. These programs can play a valuable role in preparing you for a career, while contributing to the development of a diverse and skilled workforce. If you are interested in becoming an arborist or working in construction but don't have the developed skills, Pre-Apprenticeship can connect you with local employers and begin your training toward your career goals. After completing the program, visit our [Registered Apprenticeship page](#) and put your new skills to action.

[View approved pre-apprenticeship programs.](#)



## Apprenticeship Preparation

- 3,956 YA Employers
- 29 Certified Pre-Apprenticeship Programs (9 in Milwaukee)
- <https://dwd.wisconsin.gov/apprenticeship/pre-apprenticeship.htm>



# 34TH ANNUAL DBE WORKSHOP & SECRETARY'S GOLDEN SHOVEL AWARDS



Home Employment & Training > Apprenticeship > Individual > Local Committees

## Local Apprenticeship Committees

Application procedures vary widely depending on the occupation and geographical location you've selected.

Registered apprenticeships for construction occupations are sponsored by local apprenticeship committees, not individual employers. Therefore, applicants apply directly to their local committee for the specific occupation.

Registered apprenticeships in all other industries are sponsored by individual employers, whom you can view on our [Featured Sponsors](#) page.

You can select a filter below to narrow your search for a selected featured sponsor.

All Counties	&/or	All Trades	Filter Now
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Appleton Area Plumbing JAC	Appleton Area Steamfitting JAC	Appleton/Oshkosh Area Electrical JAC
Associated Builders and Contractors of Wisconsin (ABC)	Central Wisconsin Area Plumbing JAC	Central Wisconsin Carpenters JAC
East Central Steamfitting JAC	East Central WI Area Sheet Metal JAC	Eau Claire Area Carpentry
Eau Claire Area Electrical	Eau Claire Area Plumbing	Eau Claire Area Steamfitting
ELW Area Sheet Metal	Fond du Lac Area Plumbing JAC	Fox Valley Area Laborers JAC
Fox Valley Area Sheet Metal JAC	Green Bay Area Steamfitting JAC	Kenosha Area Electrical JAC
Kenosha-Racine-Walworth Plumbing JAC	KRW Steamfitting JAC	La Crosse Area Carpentry JAC
La Crosse Area Electrical JAC	La Crosse Area Masonry JAC	La Crosse Area Plumbing JAC
La Crosse Area Steamfitting JAC	Lake To Lake Area Plumbing JAC Lakeshore Technical College	Lakeshore Area Carpentry Advisory Committee (Non-Union Employers)
Madison Area Bricklaying JAC	Madison Area Carpentry JAC	Madison Area Cement Masonry JAC

## Local JACs

➤ 90 apprenticeship construction committees in Wisconsin

➤ Searchable on the BAS website:

<https://dwd.wisconsin.gov/apprenticeship/committees.htm>

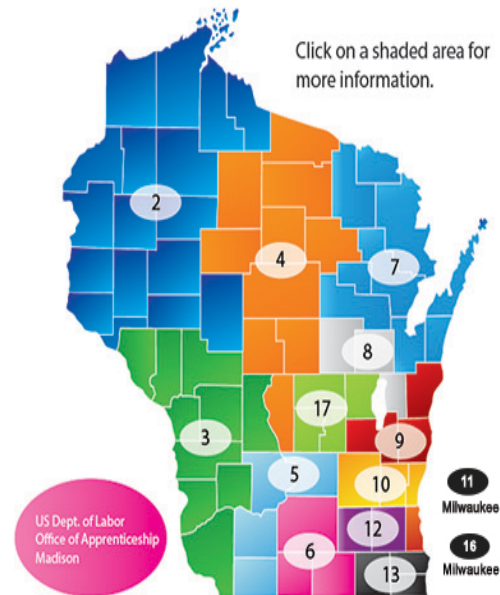
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🏠 Apprenticeship > Apprenticeship Standards Bureau Contacts

## Apprenticeship Standards Bureau Contacts

### Apprenticeship Training Representatives District Assignments



#### Central Office Contact Information

Bureau of Apprenticeship Standards  
201 E Washington Ave, Room E100  
PO Box 7972  
Madison, WI 53707  
(608)266-3332 - Phone  
(608)266-0766 - Fax

#### Leadership

Joshua Johnson, Bureau of Apprenticeship Standards Director  
Sandy Destree, Field Operations Supervisor

#### Program & Policy Analysts

Darrel Cappetta, ACAP, Veterans in Piping,  
Nancy Kargel, American Apprenticeship Grant Manager  
Andrew Kasper, Special Projects  
Dominic Robinson, Field Operations Analyst  
Elizabeth Pusch, Field Operations Analyst  
Owen Smith, State Committees & New State Programs

#### Program Assistant

Ann Thiel

#### Youth Apprenticeship Contacts

Contact your local YA Consortium  
Contact DWD YA Staff

## Apprenticeship Training Reps.

- 14 across the state
- Searchable on the BAS website:  
<https://dwd.wisconsin.gov/apprenticeship/contacts.htm>

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## Apprenticeship Navigators

- 2 in Southeast WI
- 1 in South Central WI
  
- Start date
  - March 2, 2020

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Questions?

[Joshua.johnson@dwd.wisconsin.gov](mailto:Joshua.johnson@dwd.wisconsin.gov)

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# 34TH ANNUAL DBE WORKSHOP & SECRETARY'S GOLDEN SHOVEL AWARDS



**Timothy McMurtry II**

Community Relations Manager

Employ Milwaukee

**How Employ Milwaukee Services the Small  
Business Community**

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## Employ Milwaukee is The Federally Mandated Workforce System for WDA 2

- Largest of WI's 11 Workforce Boards
- Governed by WIOA
- Employment, Education, Training, Support Services
- Adult, Youth and Dislocated workers

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## CORE 'GAP' AREAS

- Employer/ Worker Mismatch
- Cultural Sensitivity/ Engagement
- Ambiguous Goals
- Ambiguous Career Path Trajectory
- Transportation
- Mutual Apathy
- Employee Turnover
- Financial Instability  
(e.g., part-time work, seasonal work, variable hours, etc.)

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## Employ Milwaukee Business Solutions *Opportunity, Innovation and Best Practices*

- Customizable Training Solutions
- Non-traditional Populations and Talent Sources
- Sector Strategy Specialists

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## Employ Milwaukee Business Solutions Cont'd

- On-The-Job-Training (OJT): Employer provided training, 50-75% reimbursement;
- Short-Term Training: Employer/ industry credential specific training;
- Pre-Apprenticeship Training: Credential specific training aligned with a State/ Federal Apprenticeship Program;
- Incumbent Worker Training: 'Upskilling' training for current employee(s);
- Apprenticeships: Recruiting, training and retaining talent. Youth/ Registered;
- Paid Work Experience: Short-term opportunities to 'try out' younger workers. EM pays portion of wages

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## EMPLOYER COMMITMENT

- Direct Involvement in Education/ Employment Link
- Top/ Down Enforcement of Gap Bridging
- Flexible Onramps to Employment/ Career (Rockwell, Enstitute)
- Enhanced Job Quality
- Maintenance of High Ethical Standards
- In-house, Empathetic Support Services

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**Decision + Deliberate Action**

**Thank You.**

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# **34TH** ANNUAL DBE WORKSHOP & SECRETARY'S GOLDEN SHOVEL AWARDS



**Shannon Jefferson**

Gibraltar Industries

**Steps a Small Business Takes to secure and retain  
employees**

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**Don't forget to fill out the  
evaluation for this session.  
These evaluations help shape  
future events,  
Thank You.**

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