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A DREAM DEFERRED

NAACP COVER MEMORANDUM ON APPRENTICESHIP REPORT CARD

The attached monograph entitled, "*Report Card on Minority and Female Participation in Construction Trade Apprentices in the Milwaukee Area: Who's in the Pipeline for Skilled Construction Trades?*" is a collaborative effort between the University of Wisconsin-Milwaukee Employment and Training Institute and the Milwaukee Branch NAACP.

Official information was obtained from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards (BAS) from which all company names and joint apprenticeship committee numbers have been derived.

INTRODUCTION

Long-standing efforts to prepare and indenture more members of minority groups and women into apprenticeships in the Milwaukee area building trades have met with disappointing results.

One of the biggest problems is that private contractors have not stepped up to the plate to become "Apprenticeship Trainers." According to BAS information, only 475 companies employed construction trade apprentices in the Milwaukee area in the fall of 2005. These companies are listed alphabetically, with the number of apprentices employed by each broken down by racial/ethnic categories in the attached Report Card.

Of these 475 companies, 404 have no African American apprentices; 411 have no Hispanic apprentices. Native Americans, Asians and women are barely represented. **An analysis reveals that these 475 contractors are preparing 11 white apprentices for every 1 African American and 14 whites for every 1 Hispanic entering the skilled trades.**

The Bureau of Apprenticeships Standards and other public and private institutions have failed to get satisfactory results from joint apprenticeship training programs and have failed to put a dent in the need for jobs for central city residents.

Looking at the last six years of apprenticeship hiring and retention, the Report Card shows little progress has been made. Unless a concerted effort is made by all parties to improve the record, we may never witness equal access to construction training/jobs for minorities and women.

The number of minority apprentices is very small. In 2005, there were only 118 African American apprentices out of 1,515 apprentices (7.8% of the total); there were only 89 Hispanics out of a total of 1,515 apprentices (5.9% of the total).

JOINT APPRENTICESHIP PROGRAMS

Of 15 joint apprenticeship committees studied in the Milwaukee area, covering the six years 1999-2005, only five joint apprenticeship committees have made progress in indenturing African Americans; the remaining have made slight or no progress or regressed. The record on Hispanics is also included.

Joint Apprenticeship Programs No Progress or Regression Over Six Years

** Southeastern Glazing Joint Apprenticeship Committee – The percentage of African American apprentices stayed the same at 2.6% in 2001 and 2005. The percentage of Hispanic apprentices went up from 3.7% in 1999 to 5.1% in 2005.

** Milwaukee Area Painting and Decorating Joint Apprenticeship Committee – The percentage of African American apprentices went down from 15.6% in 1999 to 6.1% in 2005. The reverse is true for Hispanics. The percentage of Hispanics went up from 1.6% in 1999 to 16.3% in 2005.

** The Milwaukee Area Tile Setter Joint Apprenticeship Committee – Reported no minority apprentices as of 2005.

** Area Steamfitters Joint Apprenticeship Committee – The percentage of African American apprentices went down from 7.5% African American apprentices in 1999 to 7.1% in 2003 (no data for 2005). The percentage of Hispanic apprentices went up from 1.7% in 1999 to 2.4% in 2005.

** The Operating Engineers Joint Apprenticeship Program Committee – The Operating Engineers have a statewide joint apprenticeship committee. Based on a different data base than BAS statistics, Milwaukee area companies employed only 4% African American operating engineers.

Joint Apprenticeship Programs
Virtual Standstill Over Six Years

** Milwaukee Area Electrical Joint Apprenticeship Committee – The percentage of African American apprentices went up from 5.2% in 1999 to 5.5% in 2005. The percentage of Hispanic apprentices went up from 1.7% in 1999 to 2.5% in 2005.

** Southern Wisconsin Heat and Frost Insulators Joint Apprenticeship Committee – The percentage of African American apprentices went from 2.1% in 1999 to 2.2% in 2005. There were no Hispanic apprentices from 2003 to 2005.

Joint Apprenticeship Programs
Slight Improvement Over Six Years

** Milwaukee Area Ironworking Joint Apprenticeship Committee – The percentage of African American apprentices went up from 2.4% in 1999 to 4.3% in 2005. The percentage of Hispanic apprentices went down from 10.3% in 1999 to 4.3% in 2005.

** Milwaukee Area Plumbing Joint Apprenticeship Committee – The percentage of African American apprentices went up from 2.4% in 1999 to 5.5% in 2005. Hispanics lost ground. The percentage of Hispanic apprentices went from 10.3% in 1999 to 4.9% in 2005.

** Sheet Metal Worker and Environmental Systems Technicians Joint Apprenticeship Committee – The percentage of African American apprentices went from 3.1% in 1999 to 4.5% in 2005. The percentage of Hispanic apprentices went from 1.9% in 1999 to 3.7% in 2005.

** Milwaukee Area Sprinkler Fitting Joint Apprenticeship Committee – The percentage of African American apprentices went from 2.7% in 1999 to 4.1% in 2005. The percentage of Hispanic apprentices went from 5.5% in 1999 to 4.1% in 2005.

Joint Apprenticeship Programs
Some Progress Over Six Years

** Milwaukee Area Bricklaying Joint Apprenticeship Committee – The percentage of African American apprentices went up from 2.3% in 1999 to 19.5% in 2005. Hispanics lost ground. The percentage of Hispanic apprentices went from 7% in 1999 to 2.4% in 2005.

** Southeast Wisconsin Carpentry Joint Apprenticeship Committee – The percentage of African American apprentices went from 6.1% in 1999 to 9% in 2005. The percentage of Hispanic apprentices went from 4.9% in 1999 to 6% in 2005.

** Milwaukee Area Cement Masonry Joint Apprenticeship Committee – The percentage of African American apprentices went from 15% in 1999 to 23.5% in 2005. The percentage of Hispanic apprentices went from 5% in 1999 to 17.6% in 2005.

** Southeast Wisconsin Roofing and Waterproofing Joint Apprenticeship Committee – The percentage of African American apprentices went from 2.7% in 1999 to 4.1% in 2005. The percentage of Hispanic apprentices went from 5.5% in 1999 to 4.1% in 2005.

RECOMMENDATIONS

1. The Bureau of Apprenticeship Standards must be more responsive to the needs of Southeast Wisconsin by working smarter to see that more minorities and women are placed into apprenticeships. This involves signing up more “Trainer Contractors” and recruiting more minorities and women.

We believe the Bureau of Apprenticeship Standards needs to make Joint Apprenticeship Committees more accountable. No Joint Apprenticeship Committee has been disqualified for failure to make progress. Contractors who request waivers are rarely turned down by governmental entities that have apprenticeship ordinances and resolutions.

2. The Bureau of Apprenticeship Standards must monitor and make effective Governor Doyle’s new Executive Order #108 (signed June 29, 2005, effective January 1, 2006) which promotes apprenticeships in state contracts. Until now, the BAS has rarely refused contractors’ requests for waivers when working on contracts let by the Wisconsin Department of Transportation and Administration and the University System.

In the Milwaukee area this Executive Order applies to the Marquette Interchange, the University of Wisconsin-Milwaukee and other state construction projects. Adequate staff and budget must be allocated to monitor and enforce the provisions of the Executive Order.

3. The Building Trades and contractors should work in cooperation with Milwaukee High Schools to recruit graduates into apprenticeships, and to provide summer internships between the junior and senior year. Recent information demonstrates that contractors have failed to honor construction agreements to recruit MPS graduates under the Milwaukee Neighborhood School Initiative (MNSI).

4. The BAS needs to supply Southeast Wisconsin with timely annual reports on the number of apprentices under contract with them. The BAS only prints out Milwaukee area statistics on a special request basis.

The BAS should provide the racial/gender composition of the pool of applicants from which Joint Apprenticeship Committees recruit and the race/gender composition of those who have passed tests and interviews and are on waiting lists or received letters of introduction.

5. The bidding and letting process by government contractors should be utilized to change the way construction companies do business by requiring up front commitments from contractors to hire minority candidates. Federal, state, and local governments will spend billions of dollars in Milwaukee in the next ten years. Government entities can and should use their spending power to help recruit, train and employ central city apprentices.

The City of Milwaukee has an apprenticeship ordinance that is race neutral (Chapter 309.38). Little progress has been made under this ordinance. The Wisconsin Department of Transportation, the Marquette Interchange, the Milwaukee Metropolitan Sewage District, the MPS Neighborhood School Initiative and UWM are all subject to apprenticeship executive orders, ordinances and resolutions. Each governmental unit should provide monitoring and oversight.

6. A joint training program between the City of Milwaukee Department of Public Works and the Operating Engineers Joint Apprenticeship Committee should be instituted to recruit and

train operating engineers; this program needs to be accessible to central city residents. The number of minorities employed in trench digging, snow removal, and other city and county construction operations using heavy equipment is negligible.

7. The City, County, MMSD, MPS and UWM should put their own house in order by becoming Apprentice Trainers. Government units should collaborate with the BAS and Joint Apprenticeship Committees to hire their own apprentices to work under their own skilled work force to provide training and rotation to produce well rounded journeymen and journeymen.

8. Joint Apprenticeship Committees should be required to advertise in the minority press, on minority talk radio, and on their websites and the internet, to promote and inform people where and how to apply for an apprenticeship (to be monitored by BAS). The Milwaukee Building Trades Council should put application forms on its website for each of the trades.

9. The Wisconsin Regional Training Partnership (WRTP) should centralize information on apprenticeship placements. Community based organizations, the City of Milwaukee, the Wisconsin State Department of Transportation and Administration, MMSD, MPS, Big Step, the Urban League, and Esperanza Unida all have different reporting methods. There is a need to centralize data to monitor progress or lack of progress in procuring minority placements.

10. Trade associations and construction contractors should engage in better outreach to central city candidates for apprenticeships. Contractors should send hiring supervisors to make personal contact with MPS teachers, vocational counselors, church leaders, and heads of community based organizations to advertise and attract well qualified candidates for apprenticeships. Networking, interviewing and hiring should take place at central city locations. It has long been discussed that trades people should be "loaned" to MPS in order to offer courses in Building Trades Fundamentals.

11. Because there is a high dropout rate among all apprentices, those who are in danger of dropping out should be tracked, counseled and helped by the BAS, Big Step, the WRTP, the Urban League, Esperanza Unida and the Skilled Trades Collaborative.

CONCLUSION

Why are there so few minority and female apprentices? The dismal number of minorities and women placed in apprenticeship programs stems from an unwillingness to change old practices on the part of area Joint Apprenticeship Committees, contractors which employ apprentices, government departments which fail to monitor and enforce their own mandates, trade associations which have failed to change the culture which has always meant indenturing relatives, friends, and neighbors, most of whom live outside the Milwaukee area, instead of recruiting residents of the central city where lack of jobs and training have had such dire consequences.

If the community is to gain new minority construction contractors, going through an apprenticeship and becoming a skilled tradesperson is a realistic avenue to that end. We must place more minorities and women in the pipeline for skilled construction trades, otherwise the dream of equal access to construction jobs will never be achieved.

Jerry Ann Hamilton
President