

Losing Ground: 2010 Report Card on Apprentices in the Construction Trades

A Collaborative Report of the NAACP Milwaukee Branch and the
University of Wisconsin-Milwaukee Employment and Training Institute

March 2010

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This report provides racial/ethnicity and gender data on apprentices by construction trade joint apprenticeship committee (JAC), as of January 12, 2010, based on data provided to the NAACP – Milwaukee Branch by the Wisconsin Department of Workforce Development (DWD) Bureau of Apprenticeship Standards (BAS). The hiring patterns of 16 union joint apprenticeship committees serving the Milwaukee area are analyzed and report cards provided for 341 contractors with apprentices. A second analysis examines the hiring patterns of 102 non-union contractors with apprentices. This is the third report prepared by the NAACP and ETI to track hiring and training of apprentices in the construction trades.

Apprenticeships in Wisconsin are regulated by state statute and involve written contracts between the apprentice, the sponsoring joint apprenticeship committee, and the State of Wisconsin. (See appendices.) All participating employers are required to take affirmative steps to provide equal employment opportunity in apprenticeships. Joint apprenticeship committees are required to adopt annual affirmative action plans for identifying, recruiting, and training present and potential minority and female apprentices, and if failing to meet their prior year’s hiring goals for minorities and women, required to evaluate their prior “good faith” efforts and make changes to improve the effectiveness of their programs. Construction contractors receiving federal stimulus funds under the 2009 American Recovery and Reinvestment Act are obligated to meet affirmative action provisions contained in Executive Order 11246, with enforcement through the U.S. Department of Labor Office of Federal Contract Compliance Programs (OFCCP).

I. Findings

The 2010 data showed African American apprentices hardest hit by the recession’s impact on the construction industry as well as by long-standing failures to effectively recruit and retain African Americans in the trades. Too often, African Americans suffered higher job losses and were placed on lay-off in disproportionate numbers. With African Americans now comprising 21% of the labor force in Milwaukee County (and 24% of the male labor force), substantial improvements are needed in access to jobs in the trades, particularly given the large infusion of federal money for construction work.

Few African Americans Are Receiving Apprenticeship Training

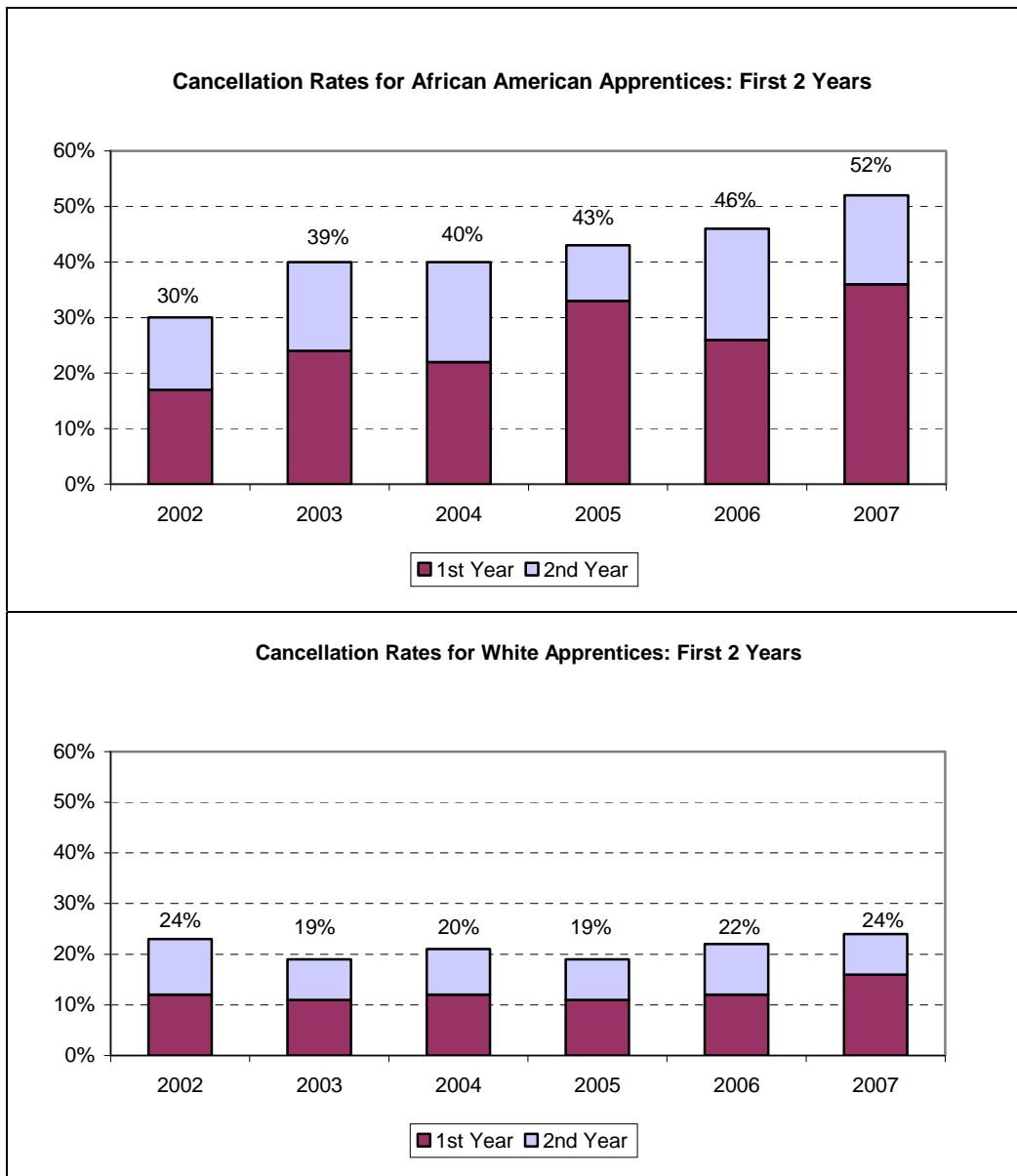
- Of the 341 union contractors with apprentices in January, 319 (94% of the total) employed **white** apprentices but only 78 contractors employed **African American** apprentices.
- Only 122 African American males and 10 African American females held construction trade apprenticeships out of 1,500 union apprenticeships in the Milwaukee area, as of January 2010.
- In non-union companies, African Americans held only 6% of apprenticeships (15 out of 240). In the union companies, African Americans held 9% of apprenticeships (132 of 1,500).

Milwaukee Area Construction Trade Apprentices: January 12, 2010

<u>Joint Apprenticeship Committees</u>	<u>African Americans</u>	<u>Hispanics</u>	<u>Native Americans</u>	<u>Asians</u>	<u>Whites</u>	<u>Total</u>
15 Milwaukee area JACs	117 (9%)	91	8	4	1,114	1,334
Wisconsin Operating Engineers JAC (Milwaukee area companies)	<u>15 (9%)</u>	<u>8</u>	<u>0</u>	<u>3</u>	<u>140</u>	<u>166</u>
TOTAL UNION	132 (9%)	99	8	7	1,254	1,500
ABC of Waukesha-WI (non-union)	15 (6%)	25	0	0	200	240

Higher Cancellation Rates for African American Apprentices

- Cancellation rates for African American apprentices in Milwaukee area construction trade committees have now passed 50% by the end of the second year and are more than double the rates for white apprentices. For African American apprentices who registered in 2007, 52% had been cancelled from the program before the end of their second year. For white apprentices, the cancellation rate was 24%.



Source: Apprenticeship Cancellation & Completion Rates, Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards, March 1, 2010.

- White apprentices are more often employed as a group rather than as lone individuals. Only 6 union contractors employed more than 2 African Americans apprentices in January. By contrast, 135 contractors employed more than 2 white apprentices. (Similarly, only 1 non-union contractor employed more than 2 African American apprentices.)

African American Job Losses

- African Americans saw a net loss of 74 apprentices (65 males and 9 females) since the last NAACP report card was prepared for the Fall of 2007.
- African Americans took a disproportionate hit on the apprenticeship job declines. While African Americans hold only 8% of **active** union apprentices, they suffered 15% of the apprenticeship job losses from Fall 2007 to January 2010.

Job Losses in Construction Trade Apprentices: Fall 2007 - January 2010

	<u>African Americans</u>	<u>Hispanics</u>	<u>Native Americans</u>	<u>Asians</u>	<u>Whites</u>	<u>Total</u>
16 Union JACs	-74	-31	-14	-1	-370	-490
% of Total Job Losses	15%	6%	3%	0%	75%	100%

- Apprenticeship job losses were seen for African Americans in 9 of the trades, including construction craft laborers, carpenters, bricklayers, iron workers, cement masons, steamfitters, roofers, painters, and sprinklerfitters. Two other trades (tile setters and glaziers) employed **no** African American apprentices in either Fall 2007 or January 2010.
- Among 341 Milwaukee area union contractors with apprentices, 227 had **no** African American apprentices in Fall 2007 or in January 2010. Another 77 contractors **decreased** their number of African American apprentices since Fall 2007, while only 48 contractors increased their employment of African American apprentices.

“Unassigned” Union Apprentices Not at Work

- Additionally, 14% of the African American apprentices were unassigned, compared to only 9% of white apprentices. African Americans had a higher rate of unassigned apprentices than any other racial/ethnic group.

14% of African American Apprentices Do Not Have a Work Assignment

Apprenticeship Status as of January 2010	African American	Hispanic	Native American	Asian	White
Active	114	91	8	7	1,145
Unassigned	18	8	0	0	109
TOTAL	132	99	8	7	1,254
Percent					
Active	86%	92%	100%	100%	91%
Unassigned	14%	8%	0%	0%	9%
Total	100%	100%	100%	100%	100%

- The higher unemployment rate for African American apprentices cannot be explained by the “last hired, first fired” adage. On average, African Americans who were unassigned had started their apprenticeship programs 11 months before the unassigned white apprentices.

African American Apprentices in the Union Construction Trades

Sixteen joint apprenticeship committees sponsoring union apprentices in the Milwaukee area were analyzed.

Union Construction Trade Apprentices by Race/Ethnicity (Milwaukee Area Committees, as of January 12, 2010)

<u>Joint Apprenticeship Committees</u>	<u>Total</u>	<u>African Americans</u>	<u>Hispanics</u>	<u>Native Americans</u>	<u>Asians</u>	<u>Whites</u>	
Milwaukee Area Bricklaying JAC	22	4 ↓10	2	--	--	16	
Milwaukee Area Cement Masonry JAC	9	1 ↓5	--	1	--	7	
Milwaukee Area Electrical JAC	180	13 =	7	1	3	156	
Milwaukee Area Ironworking JAC	115	7 ↓8	11	2	--	95	
Milwaukee Area Painting and Decorating JAC	40	6 ↓3	2	--	--	32	
Milwaukee Area Plumbing JAC	128	9 =	5	1	--	113	
Milwaukee Area Sheet Metal JAC	142	12 ↑1	5	1	--	124	
Milwaukee Area Sprinkler Fitting JAC	48	2 ↓1	2	--	--	44	
Milwaukee Area Tile Setters JAC	5	--	--	--	--	5	
SE WI Area Carpentry JAC	246	29 ↓15	19	--	1	197	
SE WI Area Steamfitting JAC	162	5 ↓4	5	1	--	151	
SE WI Construction Craft Laborers JAC	50	13 ↓26	10	--	--	27	
SE Wisconsin Roofing & Waterproofing	104	14 ↓3	20	1	--	69	
Southeastern Glazing JAC	36	--	1	--	--	35	
Southern WI Heat & Frost Insulators JAC	47	2 =	2	--	--	43	
Wisconsin Operating Engineers JAC (Milwaukee area companies)	166	15 =	8	--	3	140	
TOTAL	1,500	132*	↓74	99	8	7	1,254

Source: Data was provided by the DWD Bureau of Apprenticeship Standards. Where more than one race/ethnicity is reported for an individual, the apprentice is listed in one minority category only (starting with African American and then Latino).

↑ - Increased African American total compared to September 2007. ↓ - Decreased African American total compared to September 2007. = - no change.

* The African American total includes 18 apprentices who are "unassigned," that is, not working. Only 114 African Americans are active apprentices.

Percentages of Union Apprentices by Race/Ethnicity

<u>Racial/Ethnic Breakdown of Apprentices by Joint Apprenticeship Committees</u>	<u>African Americans</u>	<u>Hispanics</u>	<u>Native Americans</u>	<u>Asians</u>	<u>Whites</u>
Milwaukee Area Bricklaying JAC	18%	9%	0%	0%	73%
Milwaukee Area Cement Masonry JAC	11%	0%	11%	0%	78%
Milwaukee Area Electrical JAC	7%	4%	0%	2%	87%
Milwaukee Area Ironworking JAC	6%	10%	2%	0%	83%
Milwaukee Area Painting and Decorating JAC	15%	5%	0%	0%	80%
Milwaukee Area Plumbing JAC	7%	4%	1%	0%	88%
Milwaukee Area Sheet Metal JAC	8%	4%	1%	0%	87%
Milwaukee Area Sprinkler Fitting JAC	4%	4%	0%	0%	92%
Milwaukee Area Tile Setters JAC	0%	0%	0%	0%	100%
SE WI Area Carpentry JAC	12%	8%	0%	0%	80%
SE WI Area Steamfitting JAC	3%	3%	1%	0%	93%

Racial/Ethnic Breakdown of Apprentices by Joint Apprenticeship Committees	African Americans	Hispanics	Native Americans	Asians	Whites
SE WI Construction Craft Laborers JAC	26%	20%	0%	0%	54%
SE Wisconsin Roofing & Waterproofing	13%	19%	1%	0%	66%
Southeastern Glazing JAC	0%	3%	0%	0%	97%
Southern WI Heat & Frost Insulators JAC	4%	4%	0%	0%	91%
Wisconsin Operating Engineers JAC (Milwaukee area companies)	9%	5%	0%	2%	84%
TOTAL UNION APPRENTICES (N=1,500)	9%	7%	0%	0%	84%

Union Construction Trade Apprenticeship Job Losses by Race/Ethnicity
Fall 2007 to January 2010

Joint Apprenticeship Committees	Total	African Americans	Hispanics	Native Americans	Asians	Whites
Milwaukee Area Bricklaying JAC	-24	-10	2	0	0	-16
Milwaukee Area Cement Masonry JAC	-25	-5	-7	1	0	-14
Milwaukee Area Electrical JAC	-21	0	0	0	3	-24
Milwaukee Area Ironworking JAC	-94	-8	-3	-3	-2	-78
Milwaukee Area Painting and Decorating JAC	-28	-3	-6	0	0	-19
Milwaukee Area Plumbing JAC	-70	0	-2	-1	0	-67
Milwaukee Area Sheet Metal JAC	-23	1	1	0	0	-25
Milwaukee Area Sprinkler Fitting JAC	-21	-1	-1	0	-2	-17
Milwaukee Area Tile Setters JAC	-2	0	0	0	0	-2
SE WI Area Carpentry JAC	-91	-15	-10	-2	1	-65
SE WI Area Steamfitting JAC	4	-4	-1	-1	0	10
SE WI Construction Craft Laborers JAC	-60	-26	-4	-4	-1	-25
SE Wisconsin Roofing & Waterproofing JAC	16	-3	1	0	0	18
Southeastern Glazing JAC	-5	0	0	-2	0	-3
Southern WI Heat & Frost Insulators JAC	2	0	1	0	0	1
Wisconsin Operating Engineers JAC (Milwaukee area companies)	-48	0	-2	-2	0	-44
TOTAL	-490	-74	-31	-14	-1	-370
% of Total Job Losses	100%	15%	6%	3%	0%	75%

African American Apprentices in the Non-Union Construction Trades

The Associated Builders and Contractors of WI-Waukesha Joint Apprentices Committee reported 240 non-union apprentices as of January 2010. Only 15 of the apprentices (6%) were African Americans, and 2 of the 15 were unassigned.

ABC of WI-Waukesha Apprentices by Race/Ethnicity

Year	Total	African American	Hispanic	Native American	Asian	White
2010 (January)	240	15	25	--	--	200
	100%	6%	11%	--	--	83%
2007 (September)	250	13	21	1	3	212
	100%	5%	8%	0%	1%	85%

Source: Data was provided by the DWD Bureau of Apprenticeship Standards. Where more than one race/ethnicity is reported for an individual, the apprentice is listed in one minority category only (starting with African American and then Latino).

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Chapter DWD 296: Federal Equal Opportunity Standards for Apprenticeship Programs

I. Apprentices in the Union Construction Trades

Milwaukee Area Bricklaying Joint Apprenticeship Committee

The Milwaukee Area Bricklaying Joint Apprenticeship Committee reported 22 apprentices as of January 2010. The number of African American apprentices dropped from 14 in Fall 2007 and to 4 in January 2010, and 2 of the 4 African Americans were unassigned.

Apprentices Sponsored by the Milwaukee Area Bricklaying Joint Apprenticeship Committee

Year	Total	African		Native		Asian	White
		American	Hispanic	American			
2010	22	4	2	--	--	--	16
2007	46	14	--	--	--	--	32
2005	41	8	1	--	--	--	32
2003	50	4	3	1	--	--	42
2001	36	2	--	--	--	--	34
1999	43	1	3	--	--	--	39
Percent							
2010	100%	18%	9%	--	--	--	73%
2007	100%	30%	--	--	--	--	70%
2005	100%	20%	2%	--	--	--	78%
2003	100%	8%	6%	2%	--	--	84%
2001	100%	6%	--	--	--	--	94%
1999	100%	2%	7%	--	--	--	91%

Bricklayer Apprentices, as of January 12, 2010

Employers of Bricklayer Apprentices	Total	African American	Hispanic	Native American	Asian	White
Arteaga Construction Inc.	3	2**	--	--	--	1
Berglund Construction	1	--	--	--	--	1
J. H. Hassinger, Inc.	2	--	--	--	--	2
Kinateder Masonry, Inc.	5	--	1	--	--	4
Lloyd Hamm Masonry LLC	1	--	--	--	--	1
Masonry Specialists	2	1	--	--	--	1
Miron Construction Co., Inc.	2	--	--	--	--	2
Pukall Co. Inc.	1	--	1	--	--	--
Ray Anderson Inc	1	--	--	--	--	1
Signature Group, Inc.	1	--	--	--	--	1
T V John & Son, Inc.	2	--	--	--	--	2
The Selmer Company	1	1	--	--	--	--
Grand Total	22	4	2	--	--	16

Source: Data from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards. Apprentices with more than one race/ethnicity are listed under one minority group (starting with African American, then Latino).

*Indicates an unassigned African American apprentice.

Milwaukee Area Cement Masonry Joint Apprenticeship Committee

In January 2010 the Milwaukee Area Cement Masonry Joint Apprenticeship Committee sponsored only one African American apprentice.

Apprentices Sponsored by the Milwaukee Area Cement Masonry Joint Apprenticeship Committee

Year	Total	African					White
		American	Hispanic	Native American	Asian		
2010	9	1	--		1	--	7
2007	34	6	7		--	--	21
2005	17	4	3		1	--	9
2003	31	7	3		1	--	20
2001	24	5	1		--	--	18
1999	20	3	1		--	--	16
Percent							
2010	100%	11%	--		11%	--	78%
2007	100%	18%	21%		--	--	62%
2005	100%	24%	18%		6%	--	53%
2003	100%	23%	10%		3%	--	65%
2001	100%	21%	4%		--	--	75%
1999	100%	15%	5%		--	--	80%

Cement Mason Apprentices, as of January 12, 2010

Employers of Cement Mason Apprentices	Total	African American	Hispanic	Native American	Asian	White
Arrow-Crete Construction, LLC	1	--	--	--	--	1
Black Diamond, Inc.	2	--	--	--	--	2
Capitol Pavers, Inc.	1	--	--	--	--	1
D.C. Burbach, Inc.	1	--	--	1	--	--
Mann Brothers Inc.	1	--	--	--	--	1
Northwest Asphalt Products Inc.	1	--	--	--	--	1
Signature Group, Inc.	1	--	--	--	--	1
Zenith Tech, Inc.	1	1	--	--	--	--
Grand Total	9	1	--	1	--	7

Source: Data from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards. Apprentices with more than one race/ethnicity are listed under one minority group (starting with African American, then Latino).

Milwaukee Area Electrical Joint Apprenticeship and Training Committee

The Milwaukee Area Electrical Joint Apprenticeship and Training Committee sponsored 180 apprentices as of January 2010, with only 13 African Americans.

Apprentices Sponsored by the Milwaukee Area Electrical Joint Apprenticeship and Training Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2010	180	13	7	1	3	156
2007	201	13	7	1	--	180
2005	201	11	5	1	--	184
2003	288	7	8	1	--	272
2001	304	14	8	2	1	279
1999	231	12	4	2	1	212
Percent						
2010	100%	7%	4%	0%	2%	87%
2007	100%	7%	4%	1%	--	90%
2005	100%	6%	3%	1%	--	92%
2003	100%	2%	3%	0%	--	94%
2001	100%	5%	3%	1%	0%	92%
1999	100%	5%	2%	1%	0%	92%

Construction Electrician and Residential Wirer Apprentices, as of January 12, 2010

Employers of Construction Electrician and Residential Wirer Apprentices	Total	African American	Hispanic	Native American	Asian	White
A-Tec	1	--	--	--	--	1
Bechtel Construction Company	4	2	--	--	--	2
Braun Electric Company	1	--	--	--	--	1
C. W. Enterprise Electric Co., Inc.	1	--	1	--	--	--
Craf-Tron Electric Inc.	1	--	--	--	--	1
Dairyland Electric	2	--	--	--	--	2
Dave's Electric, Inc	1	--	--	--	--	1
Dnesco Electrical Contr.	8	--	--	--	--	8
Electrical Solutions	2	--	--	--	--	2
Electrical Systems & Services, Inc.	3	2	1	--	--	--
Grunau Company Inc.	1	--	--	--	--	1
Habermehl Electric, Inc.	2	--	--	--	--	2
Hurt Electric, Inc	5	2	1	--	--	2
JSE Electrical Contractors, Inc.	3	--	--	--	--	3
Lemberg Electric Co. Inc.	16	2	--	--	--	14
Magaw Electric	1	--	--	--	--	1
Meer Electric Inc	1	--	--	--	--	1
Nelco Electric Inc.	6	--	1	--	--	5
Pace Electric	1	--	--	--	--	1
Pieper Electric Inc. - Milwaukee	43	4	1	1	--	37
Pinky Electric	1	--	--	--	--	1
Preferred Electric	1	--	--	--	--	1
RLT, Incorporated	1	--	--	--	--	1

Employers of Construction Electrician and Residential Wirer Apprentices	Total	African American	Hispanic	Native American	Asian	White
Roman Electric Co., Inc.	16	1	--	--	--	15
Spectrum Electric	5	--	--	--	--	5
Staff Electric Co., Inc.	24	--	1	--	--	23
Stoiber Electric Co., Inc.	2	--	--	--	--	2
Terminal-Andrae, Inc.	6	--	--	--	1	5
Total Mechanical, Inc.	1	--	--	--	--	1
Uihlein Electric Company Inc.	9	--	1	--	2	6
Venture Elect. Contr. Inc.	9	--	--	--	--	9
Wil-Surge Electric, Inc.	1	--	--	--	--	1
Woods Electric LLC	1	--	--	--	--	1
Total	180	13	7	1	3	156

Source: Data from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards. Apprentices with more than one race/ethnicity are listed under one minority group (starting with African American, then Latino).

Milwaukee Area Ironworking Joint Apprenticeship Committee

The Milwaukee Area Ironworking Joint Apprenticeship Committee sponsored 115 apprentices in January 2010, of which only 7 were African Americans.

Apprentices Sponsored by the Milwaukee Area Ironworking Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2010	115	7	11	2	--	95
2007	209	15	14	5	2	173
2005	94	4	4	2	1	83
2003	97	3	4	--	--	90
2001	157	4	14	5	--	134
1999	126	3	13	6	--	104
Percent						
2010	100%	6%	10%	2%	--	82%
2007	100%	7%	7%	2%	1%	83%
2005	100%	4%	4%	2%	1%	88%
2003	100%	3%	4%	--	--	93%
2001	100%	3%	9%	3%	--	85%
1999	100%	2%	10%	5%	--	83%

Iron Worker Apprentices, as of January 12, 2010

Employers of Iron Worker Apprentices	Total	African American	Hispanic	Native American	Asian	White
A & A Erecting Co., Inc.	1	--	--	--	--	1
Area Erectors, Inc.	5	1	--	--	--	4
Azco, Inc.	1	--	--	--	--	1
Bechtel Construction Company	25	1	5	--	--	19
Big Horn Erecting & Reinforcing	1	--	--	--	--	1
Brian Mitchell Construction	2	1	--	--	--	1
C. D. Smith Construction Co	1	--	--	--	--	1
C. R. Meyer & Sons Co	1	--	--	--	--	1
Chilstrom Erecting Co.	4	1*	--	--	--	3
Choice Construction Companies Inc	3	--	1	--	--	2
Construction Supply & Erection	3	--	--	--	--	3
Day & Zimmerman NPS Inc.	1	--	--	--	--	1
Doral Corporation	7	--	--	1	--	6
Duwe Metal Products, Inc.	3	1	--	--	--	2
Edward Kraemer & Sons, Inc.	2	--	--	--	--	2
Heinz, Wm. M. & Sons	2	--	--	--	--	2
Hennes Services Inc.	1	--	--	--	--	1
Hi-Boom Erecting, Inc.	4	--	--	--	--	4
M & M Mechanical, LLC	7	2	1	--	--	4
McCoy Buildings Systems Inc	1	--	--	--	--	1
Metal Buildings of WI, Inc.	1	--	--	--	--	1
Midwest Stairs & Iron, Inc.	1	--	--	--	--	1

Employers of Iron Worker Apprentices	Total	African American	Hispanic	Native American	Asian	White
Milwaukee Ironworks, LLC	4	--	1	--	--	3
Miron Construction Co., Inc.	1	--	--	--	--	1
Oneida Erecting Inc	2	--	1	--	--	1
Oscar J. Boldt Construction Co	8	--	--	--	--	8
P. L. Freeman Mechanical Contractors	1	--	--	--	--	1
Price Erecting Inc.	1	--	--	--	--	1
Red Cedar Steel Erectors	2	--	--	--	--	2
S P E, Inc (SPE)	7	--	--	--	--	7
Standing Stone Erecting Inc	5	--	--	--	--	5
Sterling Steel Erectos LLC	1	--	--	--	--	1
T & T Rebar LLC	1	--	--	--	--	1
Washington Group Intl., Inc.	2	--	1	--	--	1
Western Erecting Co., Inc.	1	--	--	--	--	1
Wisconsin Rebar	2	--	1	1	--	--
Grand Total	115	7	11	2	--	95

Source: Data from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards. Apprentices with more than one race/ethnicity are listed under one minority group (starting with African American, then Latino).

*Indicates an unassigned African American apprentice.

Milwaukee Area Painting and Decorating Joint Apprenticeship Committee

The Milwaukee Painting and Decorating Joint Apprenticeship Committee sponsored 40 apprentices as of January 2010, down from 68 in 2007. There were only 6 African American apprentices.

Apprentices Sponsored by the Milwaukee Area Painting & Decorating Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian#	White
2010	40	6	2	--	--	32
2007	68	9	8	--	--	51
2005	49	3	8	--	2	36
2003	76	3	7	--	--	66
2001	81	9	6	--	--	66
1999	64	10	1	--	--	53
Percent						
2010	100%	15%	5%	--	--	80%
2007	100%	13%	12%	--	--	75%
2005	100%	6%	16%	--	4%	74%
2003	100%	4%	9%	--	--	87%
2001	100%	11%	7%	--	--	82%
1999	100%	16%	2%	--	--	83%

#Includes Hawaiian/Pacific

Only one company (State Painting) had more than one African American apprentice.

Painter & Decorator and Taper & Finishing JAC Apprentices, as of January 12, 2010

Employers of Painting & Decorating and Tapers & Finishers Apprentices	Total	African American	Hispanic	Native American	Asian	White
Building Service, Inc.	1	--	--	--	--	1
Creative Business Interiors, Inc.	2	--	--	--	--	2
Davco Development Corporation	2	1	--	--	--	1
Hess Sweitzer Inc.	5	1	--	--	--	4
Hetzel-Sanflippo, Inc.	1	--	--	--	--	1
Jahn & Sons, Inc.	1	1	--	--	--	--
Milwaukee County - Facilities Mgmt.	1	--	--	--	--	1
Olympic Wall Systems, Inc.	4	1	--	--	--	3
Porta Painting, Inc.	4	--	--	--	--	4
Programmed Painting Service, Inc.	3	--	--	--	--	3
Sanchez Painting & Decorating Inc.	4	--	2	--	--	2
Service Drywall and Decorating Co.	1	--	--	--	--	1
Service Painting Corporation	4	--	--	--	--	4
State Painting Company	3	2	--	--	--	1
Thomas A. Mason Co., Inc.	1	--	--	--	--	1
TME Commercial Drywall	2	--	--	--	--	2
Wall-Tech, Inc.	1	--	--	--	--	1
Grand Total	40	6	2	--	--	32

Source: Data from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards. Apprentices with more than one race/ethnicity are listed under one minority group (starting with African American, then Latino).

Milwaukee Area Plumbing Joint Apprenticeship Committee

The Milwaukee Area Plumbing Joint Apprenticeship Committee reported 128 apprenticeship contracts as of January, 2010. Only 9 apprentices were African Americans, and 2 of the 9 were unassigned.

Apprentices Sponsored by the Milwaukee Area Plumbing Joint Apprenticeship Committee

Year	Total	African					White
		American	Hispanic	Native American	Asian		
2010	128	9	5	1	--	113	
2007	198	9	7	2	--	180	
2005	183	10	9	1	--	163	
2003	207	16	12	3	--	176	
2001	240	19	10	7	1	203	
1999	126	3	13	6	--	104	
Percent							
2010	100%	7%	4%	1%	--	88%	
2007	100%	5%	4%	1%	--	91%	
2005	100%	6%	5%	1%	--	89%	
2003	100%	8%	6%	1%	--	85%	
2001	100%	8%	4%	3%	0%	85%	
1999	100%	2%	10%	5%	--	83%	

Plumber Apprentices, as of January 12, 2010

Employers of Plumber Apprentices	Total	African American	Hispanic	Native American	Asian	White
A.S.K. Plumbing, Inc.	1	1*	--	--	--	--
Alpine Plumbing, Inc.	8	--	--	--	--	8
Bechtel Construction Company	1	--	--	--	--	1
Best Price Plbg Co., Inc.	3	--	--	--	--	3
Blau Plumbing, Inc.	1	--	--	--	--	1
Bohmann & Vick, Inc.	6	1	--	--	--	5
Borkenhagen Plbg. & Htg. Co.	1	--	--	--	--	1
Braden Plumbing, Inc.	1	--	--	--	--	1
Burton Plumbing Company	1	--	--	--	--	1
Butters-Fetting Company	2	1	--	--	--	1
Carl's Plumbing Services, Inc.	1	--	--	--	--	1
Clearwater Plumbing, Inc.	1	--	--	--	--	1
Cliff Bergin & Associates, Inc.	1	--	--	--	--	1
Cornerstone Plumbing LLC	1	--	--	--	--	1
Cullster Plumbing, LLC	1	--	--	--	--	1
Diva Plumbing Co.	1	1	--	--	--	--
Faust Company, Inc.	1	--	--	--	--	1
Fits Mechancial	1	1	--	--	--	--
Grunau Company Inc.	24	--	2	--	--	22
Horner Plumbing Co., Inc.	8	--	1	--	--	7
Illingworth Corporation	4	--	--	--	--	4
J. F. Ahern Company	10	1	--	--	--	9

Employers of Plumber Apprentices	Total	African American	Hispanic	Native American	Asian	White
J. M. Brennan Inc.	4	--	--	--	--	4
J.B Schultz	1	--	--	--	--	1
J.R. Plumbing, Inc	1	--	--	--	--	1
Joe DeBelak Plbg. & Htg. Co., Inc.	6	--	--	--	--	6
Krischan Plumbing, Inc.	1	--	--	--	--	1
Lagina Plumbing	7	2*	--	--	--	5
Mark Schneider Plumbing Inc.	1	--	--	--	--	1
Mid City Plumbing & Heating Inc.	1	--	--	--	--	1
Midwest Plumbing	1	--	--	1	--	--
Milwaukee Plumbing and Piping	1	--	--	--	--	1
Parkview Plumbing, Inc.	1	--	--	--	--	1
Pieper Electric DBA Ideal Plumbing	4	--	1	--	--	3
Premier Plumbing, LLC	1	--	--	--	--	1
Rawson Plumbing & Piping, LLC	1	--	--	--	--	1
Schoofs Plumbing Co., Inc.	1	--	--	--	--	1
The Gurn Company	1	--	--	--	--	1
Titan Plumbing, LLC.	1	--	--	--	--	1
Total Mechanical, Inc.	7	1	--	--	--	6
Zachow, Wm & Sons Plbg.	3	--	--	--	--	3
Zien Service Inc.	5	--	1	--	--	4
Grand Total	128	9	5	1	--	113

Source: Data from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards. Apprentices with more than one race/ethnicity are listed under one minority group (starting with African American, then Latino).

*Indicates an unassigned African American apprentice

Milwaukee Area Sheet Metal Joint Apprenticeship Committee

The Milwaukee Area Sheet Metal Joint Apprenticeship Committee reported 142 apprentices as of January 2010. Only 12 apprentices were African Americans, and 5 of the 12 were unassigned.

Apprentices Sponsored by the Milwaukee Area Sheet Metal JAC

Year	Total	African American	Hispanic	Native American	Asian	White
2010	142	12	5	1	--	124
2007	165	11	4	1	--	149
2005	134	6	5	1	--	122
2003	157	4	5	--	--	148
2001	174	5	4	--	--	165
1999	162	5	3	1	--	153
Percent						
2010	100%	8%	4%	1%	--	87%
2007	100%	7%	2%	1%	--	90%
2005	100%	5%	4%	1%	--	91%
2003	100%	3%	3%	--	--	94%
2001	100%	3%	2%	--	--	95%
1999	100%	3%	2%	1%	--	94%

Sheet Metal Worker & Environmental Systems Technician Apprentices (as of Jan. 12, 2010)

Employers of Sheet Metal Worker and Environmental Systems Technician Apprentices	Total	African American	Hispanic	Native American	Asian	White
Air Temperature Services Inc	2	--	--	--	--	2
API Construction Co.	1	--	--	--	--	1
Applied Mechanical Inc	4	1*	--	--	--	3
Arteaga Construction Inc.	2	--	--	--	--	2
Belonger Corporation, Inc.	1	1	--	--	--	--
Bredan Mechanical Systems, Inc.	4	--	--	--	--	4
Brenner Corporation	6	--	2	--	--	4
Butters-Fetting Company	6	1	--	--	--	5
Conditioned Air Design, Inc.	3	--	--	--	--	3
Construction Supply & Erection	1	--	--	--	--	1
Dillett Mechanical Service Inc.	1	--	--	--	--	1
F.J.A. Christiansen Roofing Co., Inc	3	--	--	--	--	3
Grunau Company Inc.	8	1	--	1	--	6
Grunau Project Development	5	1	--	--	--	4
H & H Mechanical Contractors, Inc.	1	--	--	--	--	1
H. Kubenik Mechanical, Inc.	1	1*	--	--	--	--
Ideal Plumbing & Heating	1	--	--	--	--	1
Illingworth Corporation	5	--	--	--	--	5
J & H Heating, Inc.	4	--	--	--	--	4
J. F. Ahern Company	6	1	--	--	--	5
J. M. Brennan Inc.	5	--	--	--	--	5
Johnson Controls Inc. Pro-Tel Br.#10	1	--	1	--	--	--

Employers of Sheet Metal Worker and Environmental Systems Technician Apprentices	Total	African American	Hispanic	Native American	Asian	White
Langer Roofing & Sheet Metal Inc.	1	--	--	--	--	1
Louis Hoffmann Co.	3	--	--	--	--	3
Madison Mechanical, Inc	1	--	--	--	--	1
Major Systems, Inc.	1	--	--	--	--	1
Mared Mechanical Contractors Corp	9	1*	--	--	--	8
Mechanical Concepts, Inc.	2	--	1	--	--	1
Nations Roof North, LLC	6	--	--	--	--	6
No Employer Name	3	--	--	--	--	3
Professional Systems Analysis	3	--	--	--	--	3
Pure Mechanical LLC	1	--	--	--	--	1
Quality Heating & Sheet Metal, Inc.	2	--	--	--	--	2
Raab Mechanical, Inc.	2	--	--	--	--	2
Robert's Roofing & Siding	2	--	--	--	--	2
S & P Manufacturing	1	--	--	--	--	1
Sage Company	1	--	--	--	--	1
Schranz Roofing	8	3*	--	--	--	5
Sheet Metal Services	1	--	--	--	--	1
The Pennebaker Enterprises, LLC	2	1*	--	--	--	1
Total Mechanical, Inc.	18	--	--	--	--	18
Uzelac Industries LLC	1	--	--	--	--	1
W. H. Jacklin Incorporated	1	--	--	--	--	1
Zien Service Inc.	2	--	1	--	--	1
Grand Total	142	12	5	1	--	124

Source: Data from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards. Apprentices with more than one race/ethnicity are listed under one minority group (starting with African American, then Latino).

*Indicates an unassigned African American apprentice

Milwaukee Area Sprinkler Fitting Joint Apprenticeship Committee

The Milwaukee Area Sprinkler Fitting Joint Apprenticeship Committee continues to report very few African American apprentices. Only 2 apprentices were African Americans, and 1 of these was unassigned.

Apprentices Sponsored by the Milwaukee Area Sprinkler Fitting Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2010	48	2	2	--	--	44
2007	69	3	3	--	2	61
2005	74	3	3	1	2	65
2003	75	1	1	2	1	70
2001	66	2	2	1	--	61
1999	73	2	4	--	--	67
Percent						
2010	100%	4%	4%	--	--	92%
2007	100%	4%	4%	--	3%	88%
2005	100%	4%	4%	1%	3%	88%
2003	100%	1%	1%	3%	1%	93%
2001	100%	3%	3%	2%	--	92%
1999	100%	3%	6%	--	--	92%

Sprinklerfitter Apprentices, as of January 12, 2010

Employers of Sprinklerfitter Apprentices	Total	African American	Hispanic	Native American	Asian	White
Ahern Fire Protection	6	1	1	--	--	4
Blair Fire Protection	1	--	--	--	--	1
Butters-Fetting Company	1	--	--	--	--	1
Day & Zimmerman	1	--	--	--	--	1
Design Build Fire Protection	7	--	--	--	--	7
F. E. Moran Inc.	1	--	--	--	--	1
Freedom Fire Protection	11	--	--	--	--	11
Grunau Company Inc.	4	--	--	--	--	4
Mared Mechanical Contractors Corp	3	--	--	--	--	3
Monona Plumbing & Fire Protection	1	--	--	--	--	1
No Employer Name	1	1*	--	--	--	--
Total Mechanical, Inc.	5	--	1	--	--	4
United States Fire Protection, Inc.	5	--	--	--	--	5
Wisconsin Fire Protection	1	--	--	--	--	1
Grand Total	48	2	2	--	--	44

Source: Data from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards. Apprentices with more than one race/ethnicity are listed under one minority group (starting with African American, then Latino).

* Indicates an unassigned African American apprentice.

Milwaukee Area Tile Setter Joint Apprenticeship Committee

The Milwaukee Area Tile Setter Joint Apprenticeship Committee continues to report **no** African American apprentices.

Apprentices Sponsored by the Milwaukee Area Tile Setter Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2010	5	--	--	--	--	5
2007	7	--	--	--	--	7
2005	9	--	--	--	--	9
Percent						
2010	100%	--	--	--	--	100%
2007	100%	--	--	--	--	100%
2005	100%	--	--	--	--	100%

Tile Setter Apprentices, as of January 12, 2010

Employers of Tile Setter Apprentices	Total	African American	Hispanic	Native American	Asian	White
Hetzel Tile & Marble	2	--	--	--	--	2
Lippert Tile Co, Inc.	3	--	--	--	--	3
Total Milwaukee Area Tile Setters JAC	5	--	--	--	--	5

Source: Data from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards.

Southeast WI Carpentry Joint Apprenticeship Committee

The Southeast WI Carpentry Joint Apprenticeship Committee reported 246 apprentices in January 2010. The number of African American apprentices dropped from 44 in Fall 2007 to 29 in January 2010, and 4 of the 29 African American apprentices in January 2010 were unassigned.

Apprentices Sponsored by the Southeast WI Carpentry Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2010	246	29	19	--	1	197
2007	337	44	29	2	--	262
2005	267	24	16	3	--	224
2003	301	13	11	4	--	273
2001	328	16	15	4	2	291
1999	309	19	15	5	2	268
Percent						
2010	100%	12%	8%	--	0%	80%
2007	100%	13%	9%	1%	--	78%
2005	100%	9%	6%	1%	--	84%
2003	100%	4%	4%	1%	--	91%
2001	100%	5%	5%	1%	1%	89%
1999	100%	6%	5%	2%	1%	87%

Carpenter Apprentices, as of January 12, 2010

Employers of Carpenter Apprentices	Total	African American	Hispanic	Native American	Asian	White
A. J. Heinen, Inc.	1	--	--	--	--	1
Abco Building Corporation	1	--	--	--	--	1
API Construction Co.	3	1	1	--	--	1
Appleton Lathing Corp	4	1	1	--	--	2
Atlantic Plant Maintenance	2	--	--	--	--	2
B & D Contractors, Inc.	1	--	--	--	--	1
B. A. Construction, LLC	2	--	--	--	--	2
Bane-Nelson, Inc.	1	--	--	--	--	1
Barton Malow, Inc.	8	1	--	--	--	7
Bechtel Construction Company	20	3	2	--	--	15
Berghammer Construction Corp.	3	--	--	--	--	3
C. D. Smith Construction Co	1	--	--	--	--	1
C. G. Schmidt, Inc	10	1	--	--	--	9
Cathedral Builders, Inc.	1	--	--	--	--	1
Central Contractors Corp of S E WI	1	--	--	--	--	1
Christensen Drywall & Plaster, Inc.	1	--	--	--	--	1
Creative Business Interiors, Inc.	2	--	--	--	--	2
Dahlmann Construction Co.	1	--	--	--	--	1
Davco Development Corporation	1	--	--	--	--	1
Day & Zimmerman NPS Inc.	4	1	--	--	--	3

Employers of Carpenter Apprentices	Total	African American	Hispanic	Native American	Asian	White
Delta T Constr. Co., Inc.	1	--	--	--	--	1
Doors Unlimited	1	1	--	--	--	--
Doral Corporation	9	--	2	--	--	7
Edward E. Gillen Co.	1	--	--	--	--	1
H J Martin & Son Inc	3	--	1	--	--	2
Hennes Services Inc.	4	--	--	--	--	4
Hetzel-Sanflippo, Inc.	3	--	1	--	--	2
Hunzinger Construction Co.	3	--	--	--	--	3
ISEC, Inc.	1	--	--	--	--	1
J. F. Cook Co., Inc.	2	1	--	--	--	1
J. H. Hassinger, Inc.	1	--	--	--	--	1
J. P. Cullen and Sons Inc.	3	--	--	--	--	3
J.H. Findorff & Son, Inc.-Madison	1	--	--	--	--	1
Jahn & Sons, Inc.	2	--	--	1	--	1
JFK Builders, Inc	3	--	--	--	--	3
KBS Construction	4	2	--	--	--	2
Keystone Builders Inc.	1	--	--	--	--	1
KPH Construction Corp.	2	--	1	--	--	1
Lange Drywall, Inc.	1	--	--	--	--	1
Liberty Builders of WI	1	--	--	--	--	1
Lippert Tile Co, Inc.	2	--	--	--	--	1
Lunda Construction Co	3	--	--	--	--	3
M & H Industrial Service, Inc.	1	--	--	--	--	1
M. A. Mortenson Company	6	--	1	--	--	5
Maas Bros Const Co In	2	--	--	--	--	2
Magill Construction Co., Inc.	1	--	--	--	--	1
Marshall Erecting, Inc.	3	--	--	--	--	3
Midwest Drilled Foundation & Eng.	1	--	--	--	--	1
Miron Construction Co., Inc.	1	--	--	--	--	1
Olympic Wall Systems, Inc.	21	2**	1	--	--	18
Opus North Corporation	4	2	1	--	--	1
P. W. Walsh & Co.	1	--	--	--	--	1
Peter Schwabe, Inc	1	--	--	--	--	1
Platt Construction, Inc.	1	1	--	--	--	--
Premier Flooring, Inc.	3	--	--	--	--	3
Price Erecting Inc.	1	--	--	--	--	1
Riley Construction Company, Inc.	2	--	--	--	--	2
Safway Services, Inc.	10	2	--	--	--	8
Scherrer Construction Co., Inc.	2	--	1	--	--	1
Selzer-Ornst Co.	3	--	--	--	--	3
Service Drywall and Decorating Co.	2	--	--	--	--	2
Sid Grinker, Co., Inc.	2	--	--	--	--	2
Signature Group, Inc.	3	--	--	--	--	3
Sonag Company, Inc.	1	--	--	--	--	1
Sullivan Brothers Inc - Menomonee	2	--	--	--	--	2
The Orlandini Co., Inc.	1	--	--	--	--	1
Thomas A. Mason Co., Inc.	2	--	1	--	--	1
Titan Building Company	2	--	--	--	--	2

Employers of Carpenter Apprentices	Total	African American	Hispanic	Native American	Asian	White
TME Commercial Drywall	2	--	--	--	--	2
Triad Construction, Inc.	3	1	--	--	--	2
Tri-North Builders, Inc.	3	--	--	--	--	3
U. S. Insulation Co.	3	--	--	--	--	3
United Flooring, Inc.	3	--	1	--	--	2
Valoe Plastering, Inc.	1	--	--	--	--	1
Vista Design & Construction, LLC	2	--	1	--	--	1
VJS Construction Services	7	2*	1	--	--	4
W B Corporation	1	--	--	--	--	1
Wall-Tech, Inc.	1	--	--	--	--	1
Washington Group Intl., Inc.	7	2	--	--	--	5
Wellenstein And Sons, LLC	6	1	1	--	--	4
Winghart Inc	5	1	1	--	--	3
Woods Construction, Inc.	2	1	--	--	--	1
Zenith Tech, Inc.	1	1*	--	--	--	--
Total	246	29	19	1	--	197

Source: Data from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards. Apprentices with more than one race/ethnicity are listed under one minority group (starting with African American, then Latino).

*Indicates an unassigned African American apprentice.

SE WI Area Steamfitting Joint Apprenticeship Committee

The SE WI Area Steamfitter Joint Apprenticeship Committee reported 162 apprentices in January 2010, of which only 5 were African Americans.

Apprentices Sponsored by the SE WI Area Steamfitter Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2010	162	5	5	1	--	151
2007	158	9	6	2	--	141
2005	<i>[data not made available]</i>					
2003	126	9	3	4	1	109
2001	153	9	3	4	1	136
1999	120	9	2	2	2	105
Percent						
2010	100%	3%	3%	1%	--	93%
2007	100%	6%	4%	1%	--	89%
2005	<i>[data not made available]</i>					
2003	100%	7%	2%	3%	1%	87%
2001	100%	6%	2%	3%	1%	89%
1999	100%	7%	2%	2%	2%	87%

Steamfitter Apprentices, as of January 12, 2010

Employers of Steamfitter Apprentices	Total	African American	Hispanic	Native American	Asian	White
A/C Service Inc	1	--	--	--	--	1
Absolute Refrigeration Inc.	1	--	--	--	--	1
Advantage Refrigeration LLC	4	1	--	--	--	3
Air Temperature Services Inc	2	--	--	--	--	2
Applied Mechanical Inc	1	--	--	--	--	1
Bechtel Construction Company	35	1	4	1	--	29
Belonger Corporation, Inc.	1	--	--	--	--	1
Brenner Corporation	1	--	--	--	--	1
Butters-Fetting Company	15	--	--	--	--	15
Day & Zimmerman	1	--	--	--	--	1
Dillett Mechanical Service Inc.	2	--	--	--	--	2
Doral Corporation	1	--	--	--	--	1
Duel-Temp of Wisconsin	1	--	--	--	--	1
Enertec, Inc.	1	--	--	--	--	1
Grunau Company Inc.	32	2	--	--	--	30
Illingworth Corporation	7	--	--	--	--	7
J. F. Ahern Company	12	--	1	--	--	11
J. M. Brennan Inc.	6	--	--	--	--	6
Johnson Controls Inc. Pro-Tel Br.#10	6	--	--	--	--	6
Kuhlman Inc.	4	--	--	--	--	4
Lee Plumbing Mech Contractors Inc	1	1	--	--	--	--
Major Systems, Inc.	1	--	--	--	--	1
Mared Mechanical Contractors Corp	4	--	--	--	--	4

Employers of Steamfitter Apprentices	Total	African American	Hispanic	Native American	Asian	White
Mechanical Force, LLC	1	--	--	--	--	1
Pipers Mechanical Inc	3	--	--	--	--	3
Process Piping Co	1	--	--	--	--	1
Summit Refrigeration Group	1	--	--	--	--	1
The State Group	1	--	--	--	--	1
The Trane Company	2	--	--	--	--	2
Total Mechanical, Inc.	12	--	--	--	--	12
Zien Service Inc.	1	--	--	--	--	1
Total	162	5	5	1	--	151

Source: Data from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards. Apprentices with more than one race/ethnicity are listed under one minority group (starting with African American, then Latino).

SE Wisconsin Construction Craft Laborers Joint Apprenticeship Committee

The Southeast Wisconsin Construction Craft Laborers Joint Apprenticeship Committee sponsored 50 apprentices as of January 2010, down from 110 sponsored as of Fall 2007. The number of African American apprentices is down from 39 in 2007 to 13 in 2010.

Apprentices Sponsored by the SE WI Construction Craft Laborers Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2010	50	13	10	--	--	27
2007	110	39	14	4	1	52
2005	47	19	4	--	1	23
Percent						
2010	100%	26%	20%	--	--	54%
2007	100%	36%	13%	4%	1%	47%
2005	100%	40%	9%	--	2%	49%

Construction Craft Laborer Apprentices, as of January 12, 2010

Employers of Construction Craft Laborers	Total	African American	Hispanic	Native American	Asian	White
A. W. Oakes & Son, Inc.	1	1	--	--	--	--
Bane-Nelson, Inc.	1	--	--	--	--	1
Bechtel Construction Company	3	1	2	--	--	--
Benavides Construction, Inc.	1	1	--	--	--	--
Beyer Construction	1	--	1	--	--	--
C. W. Purpero, Inc.	2	2	--	--	--	--
Cornelius Contractors Corp.	1	1	--	--	--	--
Cornerstone Pavers, LLC	2	2	--	--	--	--
Dahlmann Construction Co.	1	--	--	--	--	1
Dolson, Inc.	1	--	1	--	--	--
Edgar Prager and Sons, Inc.	1	--	--	--	--	1
Edgerton Contractors Inc	2	1	--	--	--	1
Henry R. Marohl, Inc.	2	--	--	--	--	2
J & A Pohl Inc.	2	1	1	--	--	--
Lunda Construction Co	1	--	--	--	--	1
Michels Pipeline Construction	1	--	--	--	--	1
Miron Construction Co., Inc.	1	--	--	--	--	1
Olympic Wall Systems, Inc.	1	--	--	--	--	1
Payne & Dolan Inc.	7	--	1	--	--	6
Rawson Contractors Incorporated	1	1	--	--	--	--
Riley Construction Company, Inc.	2	--	--	--	--	2
Super Excavators, Inc.	1	--	--	--	--	1
The Kuehne Company, Inc.	1	--	1	--	--	--
Walsh Construction Co. of Illinois	2	--	1	--	--	1
Washington Group Intl., Inc.	1	--	--	--	--	1
Willkomm Excavating & Grading	1	--	--	--	--	1
Zenith Tech, Inc.	9	2	2	--	--	5
Grand Total	50	13	10	--	--	27

Source: Data from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards. Apprentices with more than one race/ethnicity are listed under one minority group (starting with African American, then Latino).

SE Wisconsin Roofing and Waterproofing Joint Apprenticeship Committee

The SE WI Roofing & Waterproofing Joint Apprenticeship Committee reported 104 apprentices as of January 2010, up from prior years. The number of African American apprentices dropped to 14, however, down from 22 in Fall of 2005.

Apprentices Sponsored by the SE WI Roofing & Waterproofing Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2010	104	14	20	1	--	69
2007	88	17	19	1	--	51
2005	73	22	11	1	--	39
2003	54	9	12	--	--	33
2001	52	13	8	--	--	31
Percent						
2010	100%	14%	19%	1%	--	66%
2007	100%	19%	22%	1%	--	58%
2005	100%	30%	15%	1%	--	53%
2003	100%	17%	22%	--	--	61%
2001	100%	25%	15%	--	--	60%

Rofer and Waterproofing Apprentices, as of January 12, 2010

Employers of Rofer & Waterproofing Apprentices	Total	African American	Hispanic	Native American	Asian	White
Carlson Racine Roofing Inc	11	--	2	--	--	9
Cudahy Roofing & Supply, Inc.	6	1	--	1	--	4
Langer Roofing & Sheet Metal Inc.	23	2	4	--	--	17
M. M. Schranz Roofing, Inc.	8	2	1	--	--	5
Millen Roofing	4	--	--	--	--	4
Roberts Roofing & Siding, Inc.	8	4	1	--	--	3
SRS Roofing & Sheet Metal Inc	11	--	3	--	--	8
Standard Roofing Co., Inc.	4	--	--	--	--	4
The Pennebaker Enterprises, LLC	13	3	5	--	--	5
Vans Roofing Inc.	4	--	2	--	--	2
Velcheck & Finger Roofing	6	--	--	--	--	6
Winding Roofing Company, Inc.	6	2	2	--	--	2
Grand Total	104	14	20	1	--	69

Source: Data from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards. Apprentices with more than one race/ethnicity are listed under one minority group (starting with African American, then Latino).

Southeastern Glazing Joint Apprenticeship Committee

The Southeastern Glazing Joint Apprenticeship Committee sponsored 36 apprentices as of January 2010, and none were African American.

Apprentices Sponsored by the Southeastern Glazing Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2010	36	--	1	--	--	35
2007	41	--	1	2	--	38
2005	39	1	2	1	--	35
2003	52	2	2	2	--	46
2001	39	1	2	2	--	34
1999	27	--	1	3	--	23
Percent						
2010	100%	--	3%	--	--	97%
2007	100%	--	2%	5%	--	93%
2005	100%	3%	5%	3%	--	90%
2003	100%	4%	4%	4%	--	89%
2001	100%	3%	5%	5%	--	87%
1999	100%	--	4%	11%	--	85%

None of the 12 companies with glazier apprentices are training African American apprentices.

Glazier Apprentices, as of January 12, 2010

Employers of Glazier Apprentices	Total	African American	Hispanic	Native American	Asian	White
B & D Contractors, Inc.	1	--	--	--	--	1
Contract Glaziers Inc	1	--	--	--	--	1
H J Martin & Son Inc	9	--	--	--	--	9
Heritage Glass Incorporated	6	--	--	--	--	6
Klein-Dickert Milwaukee Inc-Pewaukee	3	--	--	--	--	3
Lurie Glass Company (Msn)	1	--	--	--	--	1
Milwaukee Plate Glass Company	3	--	1	--	--	2
Omni Glass And Paint, Inc.	8	--	--	--	--	8
Schneiders-Vetter Glass Co.	1	--	--	--	--	1
Unity Glass and Glazing	1	--	--	--	--	1
West Bend Glass	2	--	--	--	--	2
Grand Total	36	--	1	--	--	35

Source: Data from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards. Apprentices with more than one race/ethnicity are listed under one minority group (starting with African American, then Latino).

Southern WI Heat & Frost Insulators Joint Apprenticeship Committee

The Southern WI Heat & Frost Insulators Joint Apprenticeship Committee sponsored 47 apprentices as of January 2010, of which only 2 (4%) were African Americans.

Apprentices Sponsored by the Southern WI Heat & Frost Insulators Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2010	47	2	2	--	--	43
2007	45	2	1	0	0	42
2005	46	1	--	1	--	44
2003	55	1	--	1	--	53
2001	56	1	1	--	--	54
1999	47	1	1	--	--	45
Percent						
2010	100%	4%	4%	--	--	92%
2007	100%	4%	2%	--	--	93%
2005	100%	2%	--	2%	--	96%
2003	100%	2%	--	2%	--	96%
2001	100%	2%	2%	--	--	96%
1999	100%	2%	2%	--	--	96%

Heat and Frost Insulation Worker Apprentices, as of January 2010

Employers of Heat & Frost Insulation Apprentices	Total	African American	Hispanic	Native American	Asian	White
ABC Insulation	1	1	--	--	--	--
API Construction Co.	6	--	--	--	--	6
Dirty Ducts	1	--	--	--	--	1
Express Insulation, Inc.	4	--	--	--	--	4
Fibre-Fab of La Crosse Inc	1	--	--	--	--	1
Insulation Industries, Inc.	17	--	2	--	--	15
L & S Insulation, Inc	9	1	--	--	--	8
New Tech of Wisconsin	1	--	--	--	--	1
Sprinkmann Sons, Rockford	2	--	--	--	--	2
United/Anco Services	5	--	--	--	--	5
Grand Total	47	2	2	--	--	43

Source: Data from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards. Apprentices with more than one race/ethnicity are listed under one minority group (starting with African American, then Latino).

Wisconsin Operating Engineers Joint Apprenticeship Committee

The operating engineers apprenticeship program is sponsored by a statewide joint apprenticeship committee, which reported 448 apprentices employed at 175 companies as of January 12, 2010. While the number of total apprentices declined with the economic downturn, African Americans maintained the same number of apprentices: 20 statewide and 15 with Milwaukee area companies. Even still, African Americans show only 4% of the apprentices statewide and only 9% of the estimated Milwaukee area apprentices.

Contractors are included with Milwaukee area addresses or if they had other apprentices with Milwaukee area joint apprenticeship committees.

Apprentices Sponsored by the Wisconsin Operating Engineers Joint Apprenticeship Committee

Apprentices	Total	African American	Hispanic	Native American	Asian	White
Total Statewide January 2010	448	20	13	6	3	406
Total Statewide Fall 2007	560	20	15	8	4	513
Total Statewide Fall 2005	436	10	7	6	2	411
Milwaukee Area Companies Jan. 2010	166	15	8	--	3	140
Milwaukee Area Companies Fall 2007	214	15	10	2	3	184
Milwaukee Area Companies Fall 2005	133	4	7	1	2	119

Operating Engineers Apprentices -- Milwaukee Area Analysis, as of January 12, 2010

Milwaukee Area Employers of Wisconsin Operating Engineers Apprentices (see note)	Total	African American	Hispanic	Native American	Asian	White
A W Oakes & Son Inc	2	--	--	--	--	2
Advanced Enterprises	1	--	--	--	1	--
American Asphalt Of WI	1	--	--	--	--	1
American Hydro Excavating	1	--	--	--	--	1
Arbor Images	1	--	--	--	--	1
Area Erectors Inc	3	1	--	--	--	2
B R Amon & Sons Inc	6	--	--	--	--	6
Babcock & Wilcox	1	--	--	--	--	1
Bechtel Construction Company	16	3	1	--	--	12
Black Diamond Inc	2	--	1	--	--	1
C D Smith Construction Co	2	--	--	--	--	2
C G Schmidt Inc	1	--	--	--	--	1
C W Purpero Inc	3	--	--	--	--	3
Cornerstone Pavers LLC	1	--	1	--	--	--
CPR Inc	2	--	--	--	1	1
D C Burbach	2	--	1	--	--	1
Dawes Rigging & Crane Rental Inc	8	--	--	--	--	8
Don Praeger & Sons Inc	2	--	--	--	--	2
Edgerton Contractors Inc	4	2	--	--	--	2
Edward E Gillen Co	3	--	--	--	--	3
Edward Kraemer & Sons Inc	2	--	--	--	--	2
Equipment Services Of Wisc Inc	1	--	--	--	--	1

Milwaukee Area Employers of Wisconsin Operating Engineers Apprentices (see note)	Total	African American	Hispanic	Native American	Asian	White
Graham & Associates LLC	1	--	--	--	--	1
Grunau Company Inc	1	--	--	--	--	1
Gustafson Construction Corp	1	--	--	--	--	1
Hayward Baker Co	1	--	--	--	--	1
Henry R Marohl Inc	1	--	--	--	--	1
Integrity Grading & Excavating Inc	4	--	--	--	--	4
Intercon Construction Inc	1	--	--	--	--	1
Interstate Tree & Landscape	1	--	--	--	--	1
J & A Pohl Inc	1	--	--	--	--	1
J P Cullen & Sons Inc	4	--	1	--	--	3
JH Findorff & Son Inc-Madison	4	--	--	--	--	4
KBS Construction Inc	1	--	--	--	--	1
Kinateder Masonry Inc	1	--	--	--	--	1
Lunda Construction Co	3	--	--	--	--	3
M A Mortenson Company	2	1	--	--	--	1
Mann Brothers Inc	5	1	1	--	--	3
Michels Pipeline Construction	2	--	--	--	--	2
Miron Construction Co Inc	4	--	--	--	--	4
MJ Construction Inc	1	--	--	--	--	1
Monona Plumbing & Fire Protection	1	--	--	--	--	1
New Berlin Grading Inc	4	--	--	--	--	4
One Eleven Lifestyle Environments	1	--	--	--	--	1
Oscar J Boldt Construction Co	7	--	--	--	--	7
Payne & Dolan Inc	18	3	2	--	1	12
Platt Construction Inc	1	--	--	--	--	1
Powers Lake Construction	2	--	--	--	--	2
R J Underground Inc	1	--	--	--	--	1
Rajon Construction Llc	1	--	--	--	--	1
Reynolds Transfer & Storage	3	3*	--	--	--	--
Schmit Construction Inc	1	--	--	--	--	1
Super Excavators Inc	1	--	--	--	--	1
Super Western Inc	4	--	--	--	--	4
The Kuehne Company Inc	1	--	--	--	--	1
Tri-County Paving Inc	3	--	--	--	--	3
W P Grading Inc	1	--	--	--	--	1
Willkomm Excavating & Grading	2	--	--	--	--	2
Wind Lake Grading	2	--	--	--	--	2
Wm Beaudoin & Sons Inc	2	1*	--	--	--	1
Wood-Land Contractors Inc	1	--	--	--	--	1
Zenith Tech Inc	5	--	--	--	--	5
Total	166	15	8	--	3	140

Source: Data from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards. Apprentices with more than one race/ethnicity are listed under one minority group (starting with African American, then Latino). Companies are included with Milwaukee area addresses or if they had other apprentices with Milwaukee area joint apprenticeship committees.

*Indicates an unassigned African American apprentice.

Company Report Cards for Union Apprentices

The apprenticeship data is summarized below for 341 union contractors with apprentices under the 16 Milwaukee area joint apprenticeship committees and 1 statewide committee detailed above. Nearly all of these contractors (319, or 94%) had white apprentices but only 78 were training African American apprentices.

Union Contractors with Construction Trade Apprentices: January 12, 2010

Employers Apprentices in January 2010	Total	African American	Hispanic	Native American	Asian	White	Apprenticeships
A & A Erecting Co., Inc.	1	--	--	--	--	1	Iron worker
A W Oakes & Son Inc	2	--	--	--	--	2	Operating engineers
A. J. Heinen, Inc.	1	--	--	--	--	1	Carpenter (construction)
A. P. I.	1	--	--	--	--	1	Carpenter (construction)
A. W. Oakes & Son, Inc.	1	1	--	--	--	--	Construction craft laborer
A.S.K. Plumbing, Inc.	1	1*	--	--	--	--	Plumber
A/C Service Inc	1	--	--	--	--	1	Steamfitter
ABC Insulation	1	1	--	--	--	--	Insulation worker (heat & frost)
Abco Building Corporation	1	--	--	--	--	1	Carpenter (construction)
Absolute Refrigeration Inc.	1	--	--	--	--	1	Steamfitter
Advanced Enterprises	1	--	--	--	1	--	Operating engineer
Advantage Refrigeration LLC	4	1	--	--	--	3	Steamfitters
Ahern Fire Protection	6	1	1	--	--	4	Sprinklerfitters
Air Temperature Services Inc	4	--	--	--	--	4	Sheet metal workersSteamfitters
Alpine Plumbing, Inc.	8	--	--	--	--	8	Plumbers
American Asphalt of WI	1	--	--	--	--	1	Operating engineer
American Hydro Excavating	1	--	--	--	--	1	Operating engineer
API Construction Co.	9	1	1	--	--	7	Carpenters (construction), Insulation workers (heat & frost), Sheet metal worker
Appleton Lathing Corp	4	1	1	--	--	2	Carpenters (construction)Carpenter (interior systems)
Applied Mechanical Inc	5	1*	--	--	--	4	Environmental systems technicians, Sheet metal worker, Steamfitter
Arbor Image	1	--	--	--	--	1	Operating engineer
Area Erectors, Inc.	8	2	--	--	--	6	Operating engineers, Iron workers
Arrow-Crete Construction, LLC	1	--	--	--	--	1	Cement mason (heavy highway)
Arteaga Construction Inc.	5	2**	--	--	--	3	Bricklayers, Environmental systems technician, Sheet metal worker
A-Tec	1	--	--	--	--	1	Residential wirer
Atlantic Plant Maintenance	2	--	--	--	--	2	Carpenter (construction), Carpenter (millwright)
Azco, Inc.	1	--	--	--	--	1	Iron worker
B & D Contractors, Inc.	2	--	--	--	--	2	Carpenter (construction), Glazier
B R Amon & Sons Inc	6	--	--	--	--	6	Operating engineers
B. A. Construction, LLC	2	--	--	--	--	2	Carpenters (construction)

Employers Apprentices in January 2010	Total	African American	Hispanic	Native American	Asian	White	Apprenticeships
Babcock & Wilcox	1	--	--	--	--	1	Operating engineer
Bane-Nelson, Inc.	2	--	--	--	--	2	Carpenter (millwright), Construction craft laborer
Barton Malow, Inc.	8	1	--	--	--	7	Carpenters (construction), Carpenter (interior systems)
Bechtel Construction Company	104	11	14	1	--	78	Carpenters (construction), Carpenters (millwright), Construction craft laborers, Construction electricians, Iron workers, Plumber, Steamfitters, Operating engineers
Belonger Corporation, Inc.	2	1	--	--	--	1	Sheet metal worker, Steamfitter
Benavides Construction, Inc.	1	1	--	--	--	--	Construction craft laborer
Berghammer Construction Corp.	3	--	--	--	--	3	Carpenters (construction)
Berglund Construction	1	--	--	--	--	1	Bricklayer
Best Price Plbg Co., Inc.	3	--	--	--	--	3	Plumbers
Beyer Construction	1	--	1	--	--	--	Construction craft laborer
Big Horn Erecting & Reinforcing	1	--	--	--	--	1	Iron worker
Black Diamond, Inc.	4	--	1	--	--	3	Cement masons (heavy highway), Operating engineers
Blair Fire Protection	1	--	--	--	--	1	Sprinklerfitter
Blau Plumbing, Inc.	1	--	--	--	--	1	Plumber
Bohmann & Vick, Inc.	6	1	--	--	--	5	Plumbers
Borkenhagen Plbg. & Htg. Co.	1	--	--	--	--	1	Plumber
Braden Plumbing, Inc.	1	--	--	--	--	1	Plumber
Braun Electric Company	1	--	--	--	--	1	Residential wirer
Bredan Mechanical Systems, Inc.	4	--	--	--	--	4	Environmental systems technician, Sheet metal workers
Brenner Corporation	7	--	2	--	--	5	Sheet metal workers, Steamfitter
Brian Mitchell Construction	2	1	--	--	--	1	Iron workers
Building Service, Inc.	1	--	--	--	--	1	Painter and decorator
Burton Plumbing Company	1	--	--	--	--	1	Plumber
Butters-Fetting Company	24	2	--	--	--	22	Environmental systems technician, Plumbers, Sheet metal workers, Sprinklerfitter, Steamfitters
C. D. Smith Construction Co	4	--	--	--	--	4	Carpenter (construction), Iron worker, Operating engineers
C. G. Schmidt, Inc	11	1	--	--	--	10	Carpenters (construction), Operating engineer
C. R. Meyer & Sons Co	1	--	--	--	--	1	Iron worker
C. W. Enterprise Electric Co., Inc.	1	--	1	--	--	--	Construction electrician
C. W. Purpero, Inc.	5	2	--	--	--	3	Construction craft laborers, Operating engineers
Capitol Pavers, Inc.	1	--	--	--	--	1	Cement mason (heavy highway)
Carl's Plumbing Services, Inc.	1	--	--	--	--	1	Plumber
Carlson Racine Roofing Inc	11	--	2	--	--	9	Roofers and waterproofers
Cathedral Builders, Inc.	1	--	--	--	--	1	Carpenter (cabinet maker)
Central Contractors Corp of S E WI	1	--	--	--	--	1	Carpenter (construction)
Chilstrom Erecting Co.	4	1*	--	--	--	3	Iron workers

Employers Apprentices in January 2010	Total	African American	Hispanic	Native American	Asian	White	Apprenticeships
Choice Construction Companies Inc	3	--	1	--	--	2	Iron workers
Christensen Drywall & Plaster, Inc.	1	--	--	--	--	1	Carpenter (construction)
Clearwater Plumbing, Inc.	1	--	--	--	--	1	Plumber
Cliff Bergin & Associates, Inc.	1	--	--	--	--	1	Plumber
Conditioned Air Design, Inc.	3	--	--	--	--	3	Environmental systems technicians, Sheet metal worker
Construction Supply & Erection	4	--	--	--	--	4	Iron workers, Sheet metal worker
Contract Glaziers Inc	1	--	--	--	--	1	Glazier
Cornelius Contractors Corp.	1	1	--	--	--	--	Construction craft laborer
Cornerstone Pavers, LLC	3	2	1	--	--	--	Construction craft laborers, Operating engineer
Cornerstone Plumbing LLC	1	--	--	--	--	1	Plumber
CPR Inc	2	--	--	--	1	1	Operating engineers
Craf-Tron Electric Inc.	1	--	--	--	--	1	Construction electrician
Creative Business Interiors, Inc.	4	--	--	--	--	4	Carpenters (construction), Painters and decorators
Cudahy Roofing & Supply, Inc.	6	1	--	1	--	4	Roofers and waterproofers
Cullster Plumbing, LLC	1	--	--	--	--	1	Plumber
D.C. Burbach, Inc.	3	--	1	1	--	1	Cement mason (heavy highway), Operating engineers
Dahlmann Construction Co.	2	--	--	--	--	2	Carpenter (construction), Construction craft laborer
Dairyland Electric	2	--	--	--	--	2	Construction electricians
Davco Development Corporation	3	1	--	--	--	2	Carpenter (construction), Tapers and finishers
Dave's Electric, Inc	1	--	--	--	--	1	Construction electrician
DawesRigging & Crane Rental	8	--	--	--	--	8	Operating engineers
Day & Zimmerman	2	--	--	--	--	2	Sprinklerfitter, Steamfitter
Day & Zimmerman NPS Inc.	5	1	--	--	--	4	Carpenters (construction), Carpenter (millwright), Iron worker
Delta T Constr. Co., Inc.	1	--	--	--	--	1	Carpenter (construction)
Design Build Fire Protection	7	--	--	--	--	7	Sprinklerfitters
Dillett Mechanical Service Inc.	3	--	--	--	--	3	Sheet metal worker, Steamfitters
Dirty Ducts	1	--	--	--	--	1	Insulation worker (heat & frost)
Diva Plumbing Co.	1	1	--	--	--	--	Plumber
Dnesco Electrical Contr.	8	--	--	--	--	8	Construction electricians
Dolson, Inc.	1	--	1	--	--	--	Construction craft laborer
Don Praeger & Sons Inc	2	--	--	--	--	2	Operating engineers
Doors Unlimited	1	1	--	--	--	--	Carpenter (construction)
Doral Corporation	17	--	2	1	--	14	Carpenters (millwright), Iron workers, Steamfitter
Duel-Temp of Wisconsin	1	--	--	--	--	1	Steamfitter
Duwe Metal Products, Inc.	3	1	--	--	--	2	Iron workers
Edgar Prager and Sons, Inc.	1	--	--	--	--	1	Construction craft laborer
Edgerton Contractors Inc	6	3	--	--	--	3	Construction craft laborers, Operating engineers

Employers Apprentices in January 2010	Total	African American	Hispanic	Native American	Asian	White	Apprenticeships
Edward E. Gillen Co.	4	--	--	--	--	4	Operating engineers, Carpenter (pile driver)
Edward Kraemer & Sons, Inc.	4	--	--	--	--	4	Iron workers, Operating engineers
Electrical Solutions	2	--	--	--	--	2	Construction electricians
Electrical Systems & Services, Inc.	3	2	1	--	--	--	Construction electricians
Enertec, Inc.	1	--	--	--	--	1	Steamfitter
Equipment Services of Wisc Inc	1	--	--	--	--	1	Operating engineer
Express Insulation, Inc.	4	--	--	--	--	4	Insulation workers (heat & frost)
F. E. Moran Inc.	1	--	--	--	--	1	Sprinklerfitter
F.J.A. Christiansen Roofing Co., Inc	3	--	--	--	--	3	Sheet metal workers
Faust Company, Inc.	1	--	--	--	--	1	Plumber
Fibre-Fab of La Crosse Inc	1	--	--	--	--	1	Insulation worker (heat & frost)
Fits Mechancial	1	1	--	--	--	--	Plumber
Freedom Fire Protection	11	--	--	--	--	11	Sprinklerfitters
Graham & Associates LLC	1	--	--	--	--	1	Operating engineer
Grunau Company Inc.	70	3	2	1	--	64	Construction electrician, Plumbers, Sheet metal workers, Sprinklerfitters, Steamfitters, Operating engineers
Grunau Project Development	5	1	--	--	--	4	Sheet metal workers
Gustafson Construction Corp	1	--	--	--	--	1	Operating engineer
H & H Mechanical Contractors, Inc.	1	--	--	--	--	1	Sheet metal worker
H J Martin & Son Inc	12	--	1	--	--	11	Carpenters (construction), Glaziers
H. Kubenik Mechanical, Inc.	1	1*	--	--	--	--	Sheet metal worker
Habermehl Electric, Inc.	2	--	--	--	--	2	Construction electricians
Hayward Baker Co	1	--	--	--	--	1	Operating engineer
Heinz, Wm. M. & Sons	2	--	--	--	--	2	Iron workers
Hennes Services Inc.	5	--	--	--	--	5	Carpenters (millwright), Iron worker
Henry R. Marohl, Inc.	3	--	--	--	--	3	Construction craft laborers, Operating engineers
Heritage Glass Incorporated	6	--	--	--	--	6	Glaziers
Hess Sweitzer Inc.	5	1	--	--	--	4	Painters and decorators
Hetzel Tile & Marble	2	--	--	--	--	2	Tile setters
Hetzel-Sanflippo, Inc.	4	--	1	--	--	3	Carpenters (construction), Taper and finisher
Hi-Boom Erecting, Inc.	4	--	--	--	--	4	Iron workers
Horner Plumbing Co., Inc.	8	--	1	--	--	7	Plumbers
Hunzinger Construction Co.	3	--	--	--	--	3	Carpenters (construction)
Hurt Electric, Inc	5	2	1	--	--	2	Construction electricians
Ideal Plumbing & Heating	1	--	--	--	--	1	Sheet metal worker
Illingworth Corporation	16	--	--	--	--	16	Environmental systems technician, Plumbers, Sheet metal workers, Steamfitters
Insulation Industries, Inc.	17	--	2	--	--	15	Insulation workers (heat & frost)
Integrity Grading & Excavating Inc	4	--	--	--	--	4	Operating engineers

Employers Apprentices in January 2010	Total	African American	Hispanic	Native American	Asian	White	Apprenticeships
Intercon Construction Inc	1	--	--	--	--	1	Operating engineer
Interstate Tree & Landscape	1	--	--	--	--	1	Operating engineer
ISEC, Inc.	1	--	--	--	--	1	Carpenter (interior systems)
J & A Pohl Inc.	3	1	1	--	--	1	Construction craft laborers, Operating engineers
J & H Heating, Inc.	4	--	--	--	--	4	Environmental systems technician, Sheet metal workers
J. F. Ahern Company	28	2	1	--	--	25	Environmental systems technician, Plumbers, Sheet metal workers, Steamfitters
J. F. Cook Co., Inc.	2	1	--	--	--	1	Carpenters (construction)
J. H. Hassinger, Inc.	3	--	--	--	--	3	Bricklayers, Carpenter (construction)
J. M. Brennan Inc.	15	--	--	--	--	15	Plumbers, Sheet metal workers, Steamfitter
J. P. Cullen and Sons Inc.	7	--	--	--	--	7	Carpenters (construction), Operating engineers
J.B Schultz	1	--	--	--	--	1	Plumber
J.H. Findorff & Son, Inc.-Madison	5	--	--	--	--	5	Carpenter (construction), Operating engineers
J.R. Plumbing, Inc	1	--	--	--	--	1	Plumber
Jahn & Sons, Inc.	3	1	--	--	1	1	Carpenters (construction)1
JFK Builders, Inc	3	--	--	--	--	3	Carpenters (construction)
Joe DeBelak Plbg. & Htg. Co., Inc.	6	--	--	--	--	6	Plumbers
Johnson Controls Inc. Pro-Tel Br.#10	7	--	1	--	--	6	Sheet metal worker, Steamfitters
JSE Electrical Contractors, Inc.	3	--	--	--	--	3	Construction electrician, Residential wirers
KBS Construction	5	2	--	--	--	3	Carpenters (construction), Operating engineer
Keystone Builders Inc.	1	--	--	--	--	1	Carpenter (interior systems)
Kinateder Masonry, Inc.	6	--	1	--	--	5	Bricklayers, Operating engineer
Klein-Dickert Milwaukee Inc-Pewaukee	3	--	--	--	--	3	Glaziers
KPH Construction Corp.	2	--	1	--	--	1	Carpenters (construction)
Krischan Plumbing, Inc.	1	--	--	--	--	1	Plumber
Kuhlman Inc.	4	--	--	--	--	4	Steamfitters
L & S Insulation, Inc	9	1	--	--	--	8	Insulation workers (heat & frost)
Lagina Plumbing	7	2*	--	--	--	5	Plumbers
Lange Drywall, Inc.	1	--	--	--	--	1	Carpenter (construction)
Langer Roofing & Sheet Metal Inc.	24	2	4	--	--	18	Roofers and waterproofers, Sheet metal worker
Lee Plumbing Mech Contractors Inc	1	1	--	--	--	--	Steamfitter
Lemberg Electric Co. Inc.	16	2	--	--	--	14	Construction electricians
Liberty Builders of WI	1	--	--	--	--	1	Carpenter (construction)
Lippert Tile Co, Inc.	5	1	--	--	--	4	Carpenters (floor coverer), Tile setters
Lloyd Hamm Masonry LLC	1	--	--	--	--	1	Bricklayer
Louis Hoffmann Co.	3	--	--	--	--	3	Sheet metal workers
Lunda Construction Co	7	--	--	--	--	7	Carpenters (construction), Construction craft laborer, Operating engineers
Lurie Glass Company (Msn)	1	--	--	--	--	1	Glazier

Employers Apprentices in January 2010	Total	African American	Hispanic	Native American	Asian	White	Apprenticeships
M & H Industrial Service, Inc.	1	--	--	--	--	1	Carpenter (millwright)
M & M Mechanical, LLC	7	2*	1	--	--	4	Iron workers
M. A. Mortenson Company	8	1	1	--	--	6	Carpenters (construction), Operating engineers
M. M. Schranz Roofing, Inc.	8	2	1	--	--	5	Roofers and waterproofers
Maas Bros Const Co In	2	--	--	--	--	2	Carpenters (construction)
Madison Mechanical, Inc	1	--	--	--	--	1	Sheet metal worker
Magaw Electric	1	--	--	--	--	1	Construction electrician
Magill Construction Co., Inc.	1	--	--	--	--	1	Carpenter (construction)
Major Systems, Inc.	2	--	--	--	--	2	Environmental systems technician, Steamfitter
Mann Brothers Inc.	6	1	1	--	--	4	Operating engineers, Cement mason (heavy highway)
Mared Mechanical Contractors Corp	16	1*	--	--	--	15	Environmental systems technicians, Sheet metal workers, Sprinklerfitters, Steamfitters
Mark Schneider Plumbing Inc.	1	--	--	--	--	1	Plumber
Marshall Erecting, Inc.	3	--	--	--	--	3	Carpenters (millwright)
Masonry Specialists	2	1	--	--	--	1	Bricklayers
McCoy Buildings Systems Inc	1	--	--	--	--	1	Iron worker
Mechanical Concepts, Inc.	2	--	1	--	--	1	Environmental systems technicians
Mechanical Force, LLC	1	--	--	--	--	1	Steamfitter
Meer Electric Inc	1	--	--	--	--	1	Construction electrician
Metal Buildings of WI, Inc.	1	--	--	--	--	1	Iron worker
Michels Pipeline Construction	3	--	--	--	--	3	Construction craft laborer, Operating engineers
Mid City Plumbing & Heating Inc.	1	--	--	--	--	1	Plumber
Midwest Drilled Foundation & Eng.	1	--	--	--	--	1	Carpenter (pile driver)
Midwest Plumbing	1	--	--	1	--	--	Plumber
Midwest Stairs & Iron, Inc.	1	--	--	--	--	1	Iron worker
Millen Roofing	4	--	--	--	--	4	Roofers and waterproofers
Milwaukee County - Facilities Mgmt.	1	--	--	--	--	1	Painter and decorator
Milwaukee Ironworks, LLC	4	--	1	--	--	3	Iron workers
Milwaukee Plate Glass Company	3	--	1	--	--	2	Glaziers
Milwaukee Plumbing and Piping	1	--	--	--	--	1	Plumber
Miron Construction Co., Inc.	9	--	--	--	--	9	Bricklayers, Carpenter (millwright), Construction craft laborer, Iron worker, Operating engineers
MJ Construction Inc	1	--	--	--	--	1	Operating engineer
Monona Plumbing & Fire Protection	2	--	--	--	--	2	Sprinklerfitter, Operating engineer
Nations Roof North, LLC	6	--	--	--	--	6	Sheet metal workers
Nelco Electric Inc.	6	--	1	--	--	5	Construction electricians
New Berlin Grading Inc	4	--	--	--	--	4	Operating engineers
New Tech of Wisconsin	1	--	--	--	--	1	Insulation worker (heat & frost)
No Employer Name	4	1*	--	--	--	3	Sheet metal workers, Sprinklerfitter
Northwest Asphalt Products Inc.	1	--	--	--	--	1	Cement mason (heavy highway)

Employers Apprentices in January 2010	Total	African American	Hispanic	Native American	Asian	White	Apprenticeships
Olympic Wall Systems, Inc.	26	3**	1	--	--	22	Carpenters (construction), Carpenters (floor coverer), Carpenter (interior systems), Construction craft laborer, Painters and decorators, Taper and finisher
Omni Glass And Paint, Inc.	8	--	--	--	--	8	Glaziers
One Eleven Lifestyle Environments	1	--	--	--	--	1	Operating engineer
Oneida Erecting Inc	2	--	1	--	--	1	Iron workers
Opus North Corporation	4	2	1	--	--	1	Carpenters (construction)
Oscar J. Boldt Construction Co	15	--	--	--	--	15	Iron workers, Operating engineers
P. L. Freeman Mechanical Contractors	1	--	--	--	--	1	Iron worker
P. W. Walsh & Co.	1	--	--	--	--	1	Carpenter (millwright)
Pace Electric	1	--	--	--	--	1	Construction electrician
Parkview Plumbing, Inc.	1	--	--	--	--	1	Plumber
Payne & Dolan Inc.	25	3	3	--	1	18	Operating engineers, Construction craft laborers
Peter Schwabe, Inc	1	--	--	--	--	1	Carpenter (construction)
Pieper Electric DBA Ideal Plumbing	4	--	1	--	--	3	Plumbers
Pieper Electric Inc. - Milwaukee	43	4	1	1	--	37	Construction electricians, Residential wirers
Pinky Electric	1	--	--	--	--	1	Residential wirer
Pipers Mechanical Inc	3	--	--	--	--	3	Steamfitters
Platt Construction, Inc.	2	1	--	--	--	1	Carpenter (construction), Operating engineer
Porta Painting, Inc.	4	--	--	--	--	4	Painters and decorators
Powers Lake Construction	2	--	--	--	--	2	Operating engineers
Preferred Electric	1	--	--	--	--	1	Construction electrician
Premier Flooring, Inc.	3	--	--	--	--	3	Carpenters (floor coverer)
Premier Plumbing, LLC	1	--	--	--	--	1	Plumber
Price Erecting Inc.	2	--	--	--	--	2	Carpenter (millwright), Iron worker
Process Piping Co	1	--	--	--	--	1	Steamfitter
Professional Systems Analysis	3	--	--	--	--	3	Environmental systems technicians
Programmed Painting Service, Inc.	3	--	--	--	--	3	Painters and decorators
Pukall Co. Inc.	1	--	1	--	--	--	Bricklayer
Pure Mechanical LLC	1	--	--	--	--	1	Sheet metal worker
Quality Heating & Sheet Metal, Inc.	2	--	--	--	--	2	Environmental systems technician (residential), Sheet metal worker
R J Underground Inc	1	--	--	--	--	1	Operating engineer
Raab Mechanical, Inc.	2	--	--	--	--	2	Environmental systems technician, Sheet metal worker
Rajon Construction LLC	1	--	--	--	--	1	Operating engineer
Rawson Contractors Incorporated	1	1	--	--	--	--	Construction craft laborer
Rawson Plumbing & Piping, LLC	1	--	--	--	--	1	Plumber
Ray Anderson Inc	1	--	--	--	--	1	Bricklayer
Red Cedar Steel Erectors	2	--	--	--	--	2	Iron workers

Employers Apprentices in January 2010	Total	African American	Hispanic	Native American	Asian	White	Apprenticeships
Reynolds Transfer & Storage	3	3*	--	--	--	--	Operating engineers
Riley Construction Company, Inc.	4	--	--	--	--	4	Carpenters (construction), Construction craft laborers
RLT, Incorporated	1	--	--	--	--	1	Construction electrician
Robert's Roofing & Siding	1	--	--	--	--	1	Sheet metal worker
Roberts Roofing & Siding, Inc.	10	4	1	--	--	5	Roofers and waterproofers, Sheet metal workers
Roman Electric Co., Inc.	16	1	--	--	--	15	Construction electricians, Residential wirers
S & P Manufacturing	1	--	--	--	--	1	Sheet metal worker
S P E, Inc (SPE)	7	--	--	--	--	7	Iron workers
Safway Services, Inc.	10	2	--	--	--	8	Carpenters (construction)
Sage Company	1	--	--	--	--	1	Sheet metal worker
Sanchez Painting & Decorating Inc.	4	--	2	--	--	2	Painters and decorators
Scherrer Construction Co., Inc.	2	--	1	--	--	1	Carpenters (construction)
Schmit Construction Inc	1	--	--	--	--	1	Operating engineer
Schneiders-Vetter Glass Co.	1	--	--	--	--	1	Glazier
Schoofs Plumbing Co., Inc.	1	--	--	--	--	1	Plumber
Schranz Roofing	8	3*	--	--	--	5	Sheet metal workers
Selzer-Ornst Co.	3	--	--	--	--	3	Carpenters (construction)
Service Drywall and Decorating Co.	3	--	--	--	--	3	Carpenters (construction), Taper and finisher
Service Painting Corporation	4	--	--	--	--	4	Painters and decorators
Sheet Metal Services	1	--	--	--	--	1	Sheet metal worker
Sid Grinker, Co., Inc.	2	--	--	--	--	2	Carpenters (construction)
Signature Group, Inc.	5	--	--	--	--	5	Bricklayer, Carpenters (construction), Cement mason
Sonag Company, Inc.	1	--	--	--	--	1	Carpenter (construction)
Spectrum Electric	5	--	--	--	--	5	Construction electricians
Sprinkmann Sons, Rockford	2	--	--	--	--	2	Insulation workers (heat & frost)
SRS Roofing & Sheet Metal Inc	11	--	3	--	--	8	Roofers and waterproofers
Staff Electric Co., Inc.	24	--	1	--	--	23	Construction electricians
Standard Roofing Co., Inc.	4	--	--	--	--	4	Roofers and waterproofers
Standing Stone Erecting Inc	5	--	--	--	--	5	Iron workers
State Painting Company	3	2	--	--	--	1	Painters and decorators
Sterling Steel Erectos LLC	1	--	--	--	--	1	Iron worker
Stoiber Electric Co., Inc.	2	--	--	--	--	2	Construction electricians
Sullivan Brothers Inc - Menomonee	2	--	--	--	--	2	Carpenters (construction)
Summit Refrigeration Group	1	--	--	--	--	1	Steamfitter
Super Excavators, Inc.	2	--	--	--	--	2	Construction craft laborer, Operating engineer
Super Western Inc	4	--	--	--	--	4	Operating engineers
T & T Rebar LLC	1	--	--	--	--	1	Iron worker
T V John & Son, Inc.	2	--	--	--	--	2	Bricklayers
Terminal-Andrae, Inc.	6	--	--	--	1	5	Construction electricians

Employers Apprentices in January 2010	Total	African American	Hispanic	Native American	Asian	White	Apprenticeships
The Gurn Company	1	--	--	--	--	1	Plumber
The Kuehne Company, Inc.	2	--	1	--	--	1	Construction craft laborer, Operating engineer
The Orlandini Co., Inc.	1	--	--	--	--	1	Carpenter (floor coverer)
The Pennebaker Enterprises, LLC	15	4*	5	--	--	6	Roofers and waterproofers, Sheet metal workers
The Selmer Company	1	1	--	--	--	--	Bricklayer
The State Group	1	--	--	--	--	1	Steamfitter
The Trane Company	1	--	--	--	--	1	Steamfitter
Thomas A. Mason Co., Inc.	3	--	1	--	--	2	Carpenters (floor coverer)
Titan Building Company	2	--	--	--	--	2	Carpenters (construction)
Titan Plumbing, LLC.	1	--	--	--	--	1	Plumber
TME Commercial Drywall	4	--	--	--	--	4	Carpenter (construction), Carpenter (interior systems), Tapers and finishers
Total Mechanical, Inc.	43	1	1	--	--	41	Construction electrician, Environmental systems technicians, Plumbers, Sheet metal workers, Sprinklerfitters, Steamfitters
Trane	1	--	--	--	--	1	Steamfitter
Triad Construction, Inc.	3	1	--	--	--	2	Carpenters (construction)
Tri-County Paving Inc	3	--	--	--	--	3	Operating engineers
Tri-North Builders, Inc.	3	--	--	--	--	3	Carpenters (construction)
U. S. Insulation Co.	3	--	--	--	--	3	Carpenters (construction)
Uihlein Electric Company Inc.	9	--	1	--	2	6	Construction electricians
United Flooring, Inc.	3	--	1	--	--	2	Carpenters (floor coverer)
United States Fire Protection, Inc.	5	--	--	--	--	5	Sprinklerfitters
United/Anco Services	5	--	--	--	--	5	Insulation workers (heat & frost)
Unity Glass and Glazing	1	--	--	--	--	1	Glazier
Uzelac Industries LLC	1	--	--	--	--	1	Sheet metal worker
Valoe Plastering, Inc.	1	--	--	--	--	1	Carpenter (construction)
Vans Roofing Inc.	4	--	2	--	--	2	Roofers and waterproofers
Velcheck & Finger Roofing	6	--	--	--	--	6	Roofers and waterproofers
Venture Elect. Contr. Inc.	9	--	--	--	--	9	Construction electricians
Vista Design & Construction, LLC	2	--	1	--	--	1	Carpenters (construction)
VJS Construction Services	7	2*	1	--	--	4	Carpenters (construction)
W B Corporation	1	--	--	--	--	1	Carpenter (construction)
W P Grading Inc	1	--	--	--	--	1	Operating engineer
W. H. Jacklin Incorporated	1	--	--	--	--	1	Environmental systems technician
Wall-Tech, Inc.	2	--	--	--	--	2	Carpenter (construction), Taper and finisher
Walsh Construction Co. of Illinois	2	--	1	--	--	1	Construction craft laborers
Washington Group Intl., Inc.	10	2	1	--	--	7	Carpenters (construction), Carpenters (millwright), Construction craft laborer, Iron workers
Wellenstein And Sons, LLC	6	1	1	--	--	4	Carpenters (construction)
West Bend Glass	2	--	--	--	--	2	Glaziers

Employers Apprentices in January 2010	Total	African American	Hispanic	Native American	Asian	White	Apprenticeships
Western Erecting Co., Inc.	1	--	--	--	--	1	Iron worker
Willkomm Excavating & Grading	3	--	--	--	--	3	Construction craft laborer, Operating engineers
Wil-Surge Electric, Inc.	1	--	--	--	--	1	Construction electrician
Wind Lake Grading	2	--	--	--	--	2	Operating engineers
Winding Roofing Company, Inc.	6	2	2	--	--	2	Roofers and waterproofers
Winghart Inc	5	1	1	--	--	3	Carpenters (construction)
Wisconsin Fire Protection	1	--	--	--	--	1	Sprinklerfitter
Wisconsin Rebar	2	--	1	1	--	--	Iron workers
Wm Beaudoin & Sons Inc	2	1*	--	--	--	1	Operating engineers
Wood-Land Contractors Inc	1	--	--	--	--	1	Operating engineer
Woods Construction, Inc.	2	1	--	--	--	1	Carpenters (construction)
Woods Electric LLC	1	--	--	--	--	1	Construction electrician
Zachow, Wm & Sons Plbg.	3	--	--	--	--	3	Plumbers
Zenith Tech, Inc.	16	4*	2	--	--	10	Carpenter (construction), Cement mason (heavy highway), Construction craft laborers, Operating engineers
Zien Service Inc.	8	--	2	--	--	6	Environmental systems technician, Plumbers, Sheet metal worker, Steamfitter

Source: Data from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards. Apprentices with more than one race/ethnicity are listed under one minority group (starting with African American, then Latino). Companies with operating engineer apprentices are included in the list if they have Milwaukee area addresses or have other apprentices with Milwaukee area joint apprenticeship committees.

*Indicates an unassigned African American apprentice.

Unassigned African American Apprentices: January 12, 2010

Trade	Employer	Joint Apprentice Committee
Bricklayer	Arteaga Construction Inc.	Milwaukee Area Bricklaying JAC
Bricklayer	Arteaga Construction Inc.	Milwaukee Area Bricklaying JAC
Carpenter (Construction)	Olympic Wall Systems, Inc.	SE WI Area Carpentry JAC
Carpenter (Construction)	Olympic Wall Systems, Inc.	SE WI Area Carpentry JAC
Carpenter (Construction)	VJS Construction Services	SE WI Area Carpentry JAC
Carpenter (Construction)	Zenith Tech, Inc.	SE WI Area Carpentry JAC
Environmental Systems Technician	Applied Mechanical Inc	Milwaukee Area Sheet Metal JAC
Iron Worker	Chilstrom Erecting Co.	Milwaukee Area Ironworking JAC
Iron Worker	M & M Mechanical, LLC	Milwaukee Area Ironworking JAC
Operating Engineer	Reynolds Transfer & Storage	Wisconsin Operating Engineers JAC
Operating Engineer	Wm. Beaudoin & Son	Wisconsin Operating Engineers JAC
Plumber	A.S.K. Plumbing, Inc.	Milwaukee Area Plumbing JAC
Plumber	Lagina Plumbing	Milwaukee Area Plumbing JAC
Sheet Metal Worker	H. Kubenik Mechanical, Inc.	Milwaukee Area Sheet Metal JAC
Sheet Metal Worker	Mared Mechanical Contractors Corp	Milwaukee Area Sheet Metal JAC
Sheet Metal Worker	Schranz Roofing	Milwaukee Area Sheet Metal JAC
Sheet Metal Worker	The Penebaker Enterprises, LLC	Milwaukee Area Sheet Metal JAC
Sprinklerfitter	No Employer Name	Milwaukee Area Sprinkler Fitting JAC

II. Apprentices in the Non-Union Construction Trades

The Associated Builders and Contractors of WI-Waukesha Joint Apprentices Committee reported 240 non-union apprentices as of January 2010. Only 15 of the apprentices (6%) were African Americans, and 2 of the 15 were unassigned.

ABC of WI-Waukesha Apprentices by Race/Ethnicity

Year	Total	African American	Hispanic	Native American	Asian	White
2010 (January)	240	15	25	--	--	200
2007 (September)	250	13	21	1	3	212
2005 (September)	241	2	18	1	3	217
Percent						
2010	100%	6%	11%	--	--	83%
2007	100%	5%	8%	0%	1%	85%
2005	100%	1%	7%	1%	1%	90%

As of January 2010, no African Americans were receiving apprenticeship training as carpenters, construction craft laborers, electronic systems technicians, glaziers, heating/ventilating/air condition installers, heavy equipment operators, or sheet metal workers through the ABC of WI-Waukesha joint apprenticeship committee.

Race/Ethnicity of Associated Builders and Contractors of WI-Waukesha Apprentices, by Trade, as of January 12, 2010

Associated Builders And Contractors of Wi-Waukesha Apprentices by Trade	Total	African American	Hispanic	Native American	Asian	White
Carpenter (Construction)	9	--	--	--	--	9
Concrete Finisher	10	1	5	--	--	4
Construction Craft Laborer	13	--	4	--	--	9
Construction Electrician	98	4	2	--	--	92
Electronic Systems Technician	4	--	--	--	--	4
Glazier	1	--	--	--	--	1
Heating, Ventilating and Air Cond. Install/Service	8	--	2	--	--	6
Heavy Equipment Operator	12	--	2	--	--	10
Plumber	54	4	2	--	--	48
Roofer and Waterproofing	30	6	8	--	--	16
Sheet Metal Worker	1	--	--	--	--	1
Grand Total	240	15	25	--	--	200
% of Total	100%	6%	11%	--	--	83%

Source: Data from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards.

Apprentices with more than one race/ethnicity are listed under one minority group (starting with African American, then Latino).

Of the 102 contractors with apprentices, 95 employed white apprentices but only 11 employed African American apprentices.

**Associated Builders and Contractors of WI-Waukesha Apprentices,
as of January 12, 2010 by Company**

Company	Total	African American	Hispanic	Native American	Asian	White	Trades
A & A Plumbing of Milwaukee	2	1*	--	--	--	1	Plumbers
A and J Electric Inc.	1	--	--	--	--	1	Construction electrician
Absolute Construction Enterprises In	3	--	--	--	--	3	Carpenters (construction), Concrete finisher
Adsit Plumbing Inc.	1	--	--	--	--	1	Plumber
Assured Power, Inc.	1	--	--	--	--	1	Construction electrician
Audley Plumbing & Heating, Inc.	1	--	--	--	--	1	Plumber
B & M Enterprises	1	--	--	--	--	1	Carpenter (construction)
B. Schneider Electric, Inc.	3	--	--	--	--	3	Construction electricians
Best Plumbing Co., Inc.	2	--	--	--	--	2	Plumbers
Better Bath & Tile Ltd.	1	--	--	--	--	1	Plumber
Blunck Plumbing Systems, Inc.	1	--	--	--	--	1	Plumber
Borden Electric Inc.	1	--	--	--	--	1	Construction electrician
Brew City Plumbing & Heating	1	--	--	--	--	1	Plumber
Brook Park Electric Inc.	2	--	--	--	--	2	Construction electrician
C & K Services Inc of Newburg	1	--	--	--	--	1	Roofer and waterproofer
Century Fence Company	3	--	--	--	--	3	Construction craft laborers
Chris Greene, Inc.	1	--	--	--	--	1	Carpenter (construction)
Circle Electric, Inc.	10	--	--	--	--	10	Construction electrician, electronic systems technician
Circuit Masters Electric, Inc.	1	--	--	--	--	1	Construction electrician
Constructive Solutions, Inc.	2	--	--	--	--	2	Carpenters (construction)
Countryside Plumbing LLC	1	--	--	--	--	1	Plumber
Cox Plumbing Co., Inc.	1	--	--	--	--	1	Plumber
Current Electric Co.	4	--	--	--	--	4	Construction electricians
Custom Design Electric LLC	1	--	--	--	--	1	Construction electrician
CWS Source, Inc.	1	--	1	--	--	--	Construction craft laborer
Dave Burns Plumbing Inc.	2	--	--	--	--	2	Plumbers
E. Miller and Associates Inc	1	--	--	--	--	1	Carpenter (construction)
Easy Flow Plumbing, LLC	1	1	--	--	--	--	Plumber
Economy Electric, LLC	1	--	--	--	--	1	Construction electrician
Electrical Concepts, Inc.	1	--	--	--	--	1	Construction electrician
Erspamer Plumbing, Inc.	1	--	--	--	--	1	Plumber
F.J.A. Christiansen Roofing Co.	12	1	7	--	--	4	Roofers and waterproofers
Faith Technologies, Inc.	26	2	1	--	--	23	Construction electricians, electronic systems technician
Flitcroft Plumbing, LLC	1	--	--	--	--	1	Plumber
Fred Last Plumbing, Inc.	1	--	--	--	--	1	Plumber
Gall Plumbing Inc.	1	--	--	--	--	1	Plumber
Geneva Plumbing & Heating	1	--	--	--	--	1	Plumber
Geoff's Construction Inc.	1	--	--	--	--	1	Carpenter (construction)
Gillitzer Electric Services, Inc	1	--	--	--	--	1	Construction electrician
Giorgi Construction Inc	1	--	--	--	--	1	Carpenter (construction)
Giraffe Electric II, Inc.	6	--	--	--	--	6	Construction electrician, electronic systems technician
Greenfield Plumbing LLC	1	--	--	--	--	1	Plumber
H.I.S. Corporation	1	--	--	--	--	1	Roofer and waterproofer

Company	Total	African American	Hispanic	Native American	Asian	White	Trades
H.J. Faust, Inc.	2	--	--	--	--	2	Heating, ventilating and air cond instll/service
Horizon Electric Company	1	--	--	--	--	1	Construction electrician
Ihn Plumbing Co, Inc.	3	--	--	--	--	3	Plumbers
Interstate Sealant & Concrete Inc.	2	--	--	--	--	2	Construction craft laborers
J. Wilkes Plumbing & Heating Inc.	1	--	--	--	--	1	Plumber
J.C. Plumbing	1	--	--	--	--	1	Plumber
J.T. Roofing, Inc.	5	2	--	--	--	3	Roofers and waterproofers
JD Electric, Inc. Wisconsin	1	--	--	--	--	1	Construction electrician
Jon DeBelak Plumbing & Htg. Co.	1	--	--	--	--	1	Plumber
LaLonde Contractors, Inc.	8	1	3	--	--	4	Concrete finishers, heavy equipment operators, construction craft laborer
Lyons Electric Co., Inc.	7	--	--	--	--	7	Construction electricians
Maerzke Brothers, Inc.	2	--	--	--	--	2	Construction electricians
Malone's Plumbing and Heating, Inc.	1	1	--	--	--	--	Plumber
Master Plumbers dba Master Services	2	--	--	--	--	2	Plumbers
Meyer Paving Inc.	1	--	--	--	--	1	Construction craft laborer
Meyers Electric, Inc.	1	--	--	--	--	1	Construction electrician
Midwestern Roofing & Construction	3	3	--	--	--	--	Roofers and waterproofers
Mike The Plumber	1	--	--	--	--	1	Plumber
Milwaukee General Construction Co.	1	--	1	--	--	--	Concrete finisher
Monterey Electric	1	--	--	--	--	1	Construction electrician
MRW Construction Inc.	1	--	--	--	--	1	Concrete finisher
Nations Roof	2	--	--	--	--	2	Roofers and waterproofers
Nels Anderson Enterprises, Inc.	1	--	--	--	--	1	Plumber
No Employer Name	5	1*	--	--	--	4	Plumbers, construction electrician, roofer and waterproofer
NSI Electrical Contractors, Inc.	6	--	1	--	--	5	Construction electricians
O & M Excavating & Grading, Inc.	2	--	--	--	--	2	Heavy equipment operators
O'Leary Plumbing & Heating, Inc.	2	--	--	--	--	2	Plumbers
Peak Electric Inc.	1	--	--	--	--	1	Construction electrician
PEC Inc. (Phoenix Electric)	2	1	--	--	--	1	Construction electricians
Peck & Weis Heating & Cooling Inc.	2	--	--	--	--	2	Plumbers
Performance Roofing Systems, Inc.	3	--	--	--	--	3	Roofers and waterproofers
PHD Roof Doctors Inc.	2	--	1	--	--	1	Roofers and waterproofers
Poblocki Paving Corporation	1	--	--	--	--	1	Heavy equipment operator
Protech A Division of Inland Co	1	--	--	--	--	1	Construction electrician
Pyramid Electric Company, LLC	3	1	--	--	--	2	Construction electricians
Reesman's Excavating & Grading, Inc.	3	--	--	--	--	3	Construction craft laborers, heavy equipment operator
Rovila Plumbing LLC	1	--	1	--	--	--	Plumber
Rozga Plumbing & Heating Corporation	3	--	--	--	--	3	Plumbers
Schoenwalder Plumbing, Inc.	3	--	--	--	--	3	Plumbers
Shoreline Plumbing Co. LLC	1	--	--	--	--	1	Plumber
Southern Lakes Plumbing & Heating	5	--	1	--	--	4	Plumbers
Southport Heating & Cooling	6	--	1	--	--	5	Heating, ventilating and air cond install/service
Specialty Trades Inc	1	--	--	--	--	1	Construction electrician

Company	Total	African American	Hispanic	Native American	Asian	White	Trades
Steiner Electric Inc.	2	--	--	--	--	2	Construction electricians
Sterling Mainz & Sons Plbg & Pumps	1	--	--	--	--	1	Plumber
T.C. Electric, Inc	1	--	--	--	--	1	Construction electrician
Taagen Plumbing, Inc.	1	--	--	--	--	1	Plumber
Team Electric Interprise Inc.	1	--	--	--	--	1	Construction electrician
Thomas Electric Service, Inc.	1	--	--	--	--	1	Construction electrician
Total Control, Inc.	1	--	--	--	--	1	Construction electrician
Town & Country Glass Co. Inc	1	--	--	--	--	1	Glazier
Unique Indoor Comfort Inc/Iron Firem	1	--	1	--	--	--	Heating, ventilating air cond install/service
Volt Electric, Inc.	1	--	--	--	--	1	Construction electrician
Walsdorf Roofing Company, Inc.	1	--	--	--	--	1	Roofer and waterproofer
Weidert Electric Inc	2	--	--	--	--	2	Construction electricians
Wellcraft Electrical Contracting Inc	2	--	--	--	--	2	Construction electricians
Wester Electric Inc	1	--	--	--	--	1	Construction electrician
Wilke Electric, Inc.	3	--	--	--	--	3	Construction electrician
Zignego Company, Inc	11	--	6	--	--	5	Heavy equipment operators, concrete finishers, construction craft laborers
Grand Total	240	15	25	--	--	200	

Source: Data from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards. Apprentices with more than one race/ethnicity are listed under one minority group (starting with African American, then Latino).

*Indicates an unassigned African American apprentice.

Unassigned African American Apprentices: January 12, 2010

Trade	Employer	Joint Apprentice Committee
Plumber	A & A Plumbing of Milwaukee	ABC of WI-Waukesha
Plumber	<i>No Employer Name</i>	ABC of WI-Waukesha

III. Female Apprentices in the Construction Trades

Union

Just 46 women are enrolled in union construction apprenticeship programs with the 16 JACs of the Milwaukee area and the statewide operating engineers in companies in the Milwaukee area. Of these, only 10 are African Americans.

Union Employers of Female Apprentices: January 12, 2010

Employers	Total	African American	Hispanic	Native American	Asian	White	Trade
Arrow-Crete Construction, LLC	1	--	--	--	--	1	Cement mason (heavy highway)
Bechtel Construction Company	6	2	1	--	--	3	Construction craft laborer, iron worker, steamfitter, operating engineers
Edgerton Contractors, Inc	2	--	--	--	--	2	Operating engineers
Electrical Systems & Services, Inc.	1	1	--	--	--	--	Construction electrician
Grunau Company Inc.	1	--	--	--	--	1	Steamfitter
Hess Sweitzer Inc.	1	--	--	--	--	1	Painter and decorator
Hi-Boom Erecting, Inc.	1	--	--	--	--	1	Iron worker
Hurt Electric, Inc	1	1	--	--	--	--	Construction electrician
Insulation Industries, Inc.	1	--	--	--	--	1	Insulation worker (heat & frost)
J. M. Brennan Inc.	1	--	--	--	--	1	Sheet metal worker
L & S Insulation, Inc	2	--	--	--	--	2	Insulation workers (heat & frost)
Lemberg Electric Co. Inc.	2	--	--	--	--	2	Construction electricians
Lunda Construction Co	1	--	--	--	--	1	Construction craft laborer
M. A. Mortenson Company	1	1	--	--	--	--	Operating engineer
Milwaukee County - Facilities Mgmt.	1	--	--	--	--	1	Painter and decorator
Oscar J. Boldt Construction Co	2	--	--	--	--	2	Operating engineers
Olympic Wall Systems, Inc.	1	--	--	--	--	1	Painter and decorator
Payne & Dolan Inc.	1	--	--	--	--	1	Operating engineer
Pieper Electric Inc. - Milwaukee	5	1	--	1	--	3	Construction electricians
Pinky Electric	1	--	--	--	--	1	Residential wirer
Professional Systems Analysis	1	--	--	--	--	1	Environmental systems technician
Reynolds Transfer & Storage	2	2	--	--	--	--	Operating engineers
Roman Electric Co., Inc.	2	--	--	--	--	2	Residential wirers
Schranz Roofing	1	--	--	--	--	1	Sheet metal worker
Service Painting Corporation	2	--	--	--	--	2	Painters and decorators
Venture Elect. Contr. Inc.	1	--	--	--	--	1	Construction electrician
VJS Construction Services	2	2	--	--	--	--	Carpenters (construction)
Walsh Construction Co. of Illinois	1	--	--	--	--	1	Construction craft laborer
Zenith Tech, Inc.	1	--	--	--	--	1	Operating engineer
Grand Total	46	10	1	1	--	34	

Source: Data from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards. Apprentices with more than one race/ethnicity are listed under one minority group (starting with African American, then Latino).

Non-Union

The Associated Builders and Contractors of WI-Waukesha listed only four women in apprentices. None were African American.

Non-Union Employers of Female Apprentices: January 12, 2010

Employers	Total	African American	Hispanic	Native American	Asian	White	Trade
Faith Technologies, Inc.	1	--	--	--	--	1	Electronic Systems Technician
Milwaukee General Construction Co.	1	--	1	--	--	--	Concrete Finisher
PEC Inc. (Phoenix Electric)	1	--	--	--	--	1	Construction Electrician
Schoenwalder Plumbing, Inc.	1	--	--	--	--	1	Plumber
Total	4	0	1	0	0	3	

Source: Data from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards. Apprentices with more than one race/ethnicity are listed under one minority group (starting with African American, then Latino).

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Chapter DWD 295

APPRENTICESHIP

DWD 295.001	Definitions.	DWD 295.06	Effect of bargaining agreements.
DWD 295.01	Standards.	DWD 295.07	Indenture.
DWD 295.02	Area joint committees.	DWD 295.08	Manual.
DWD 295.03	Application forms.	DWD 295.09	Forms.
DWD 295.04	Apprentice wages.	DWD 295.10	Family-owned construction business.
DWD 295.05	Procedure in processing indentures where there are area joint apprenticeship committees.	DWD 295.15	Criteria for apprenticeable occupations.
		DWD 295.20	Enforcement of indenture agreements.

Note: Chapter Ind 95 was renumbered chapter ILHR 295 under s. 13.93 (2m) (b) 1., Stats., Register, February, 1996, No. 482. Chapter ILHR 295 was renumbered to be DWD 295 under s. 13.93 (2m) (b) 1., Stats., and corrections made under s. 13.93 (2m) (b) 6. and 7., Stats., Register, September, 1997, No. 501.

DWD 295.001 Definitions. In this chapter:

- (1) "Apprentice" has the meaning specified in s. 106.01, Stats.
 - (2) "Department" means the department of workforce development.
 - (4) "Indenture" has the meaning specified in s. 106.01, Stats.
- History:** Cr. Register, May, 1981, No.305, eff. 6-1-81; **CR 07-010: r. (3), Register June 2007 No. 618, eff. 7-1-07.**

DWD 295.01 Standards. (1) The department may adopt state-wide or area apprenticeship standards covering minimum training requirements, procedure in processing indentures, qualification of applicant employers and apprentices, functions of joint apprenticeship committees, and such other matters as constitute an apprenticeship program in a particular trade.

(2) The department may recognize but will not be a party to agreements as to apprenticeship standards or similar understandings when such standards in their entirety are part of a bargaining agreement between the management and its employees.

(3) In trades for which no uniform apprenticeship courses or schedules of training have been adopted by the department, the employer may execute a special agreement with the apprentice, subject to the approval of the department.

History: Cr. Register, March, 1957, No.15, eff. 4-1-57; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.01, Register, April, 1981, No. 304, eff. 5-1-81.

DWD 295.02 Area joint committees. (1) The function of joint apprenticeship committees is to act in an advisory capacity to the department and to be parties to indentures as provided in s. 106.01 (5i) (a), Stats. Equal employer-employee representation is a requirement. Candidates for membership are nominated by the organizations which the members are to represent. To be recognized as a joint apprenticeship committee each individual member shall be officially so designated by the department. The geographical jurisdictional area of each such joint apprenticeship committee shall be determined by the department.

(2) This rule does not apply to shop or plant sponsored apprenticeship programs or to joint apprenticeship committees created under the terms of a bargaining agreement between the management and its employees.

History: Cr. Register, March, 1957, No.15, eff. 4-1-57; am. (1), Register, November, 1978, No.275, eff. 12-1-78; renum. from Ind. 85.02, Register, April, 1981, No. 304, eff. 5-1-81.

DWD 295.03 Application forms. Where the department requires application forms to be filled out by applicant employers and apprentices, the forms shall be approved by the department.

History: Cr. Register, March, 1957, No.15, eff. 4-1-57; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.03, Register, April, 1981, No.304, eff. 5-1-81.

DWD 295.04 Apprentice wages. (1) An apprentice indenture wage scale is deemed adequate when, during the term of training, it averages 60% of the current journeyman rate. The indenture should provide for a graduated scale progressing in periods as approved by the department.

(2) In determining the journeyman or skilled wage rate, the following formula governs: In trades in which it is common practice to bargain collectively on a community-wide or area-wide basis, the journeyman wage is that rate received by a greater number of journeymen in the same trade and community than any other rate. The department will not normally approve a skilled rate for apprenticeship purposes more than 20% below the journeyman rate in the area. In controversial cases, growing out of the fact that the committee's jurisdictional area is so great as to extend into communities in which application of this policy proves impracticable, the department reserves the right to make exceptions.

(3) In other trades or trade groups in which collective bargaining is on the basis of an individual plan or establishment, the skilled rate is that rate specified in the bargaining agreement. In establishments not covered by bargaining agreement, the skilled rate is that rate paid the greatest number of competent journeyman mechanics in like establishments in the community, or such other rate deemed adequate by the department.

History: Cr. Register, March, 1957, No. 15, eff. 4-1-57; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.04, Register, April, 1981, No.304, eff. 6-1-81.

DWD 295.05 Procedure in processing indentures where there are area joint apprenticeship committees.

In trades and communities having active area joint apprenticeship committees recognized by the department, a copy of the application for approval of indentures will be referred to such committees by the department for recommendation. The department will expect applicants to appear personally before committees if and when requested to do so by the committee. If no recommendation is received by the department from the committee within 40 days after receipt of application by the committee, the department will act on the application without committee recommendation. This time limit may be extended by the department on showing of good cause. Joint apprenticeship committee recommendations on individual applications shall be subject to review and revision by the department in the event applicants are dissatisfied with committee action.

History: Cr. Register, March, 1957, No.15., eff. 4-1-67; am. Register, November, 1978, No. 276, eff. 12-1-78; renum. from Ind 85.05, Register, April, 1981, No.304, eff. 5-1-81

DWD 295.06 Effect of bargaining agreements.

Where conditions of employment of apprentices are stipulated by collective bargaining agreement, the department will be guided by the terms of such agreement provided such terms are not in conflict with state statutes or this chapter.

History: Cr. Register, March, 1957, No.15, eff. 4-1-57; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.06, Register, April, 1981, No.304, eff. 5-1-81; correction made under s. 13.93 (2m) (b) 7, Stats., Register, June, 1984;

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correction made under s. 13.93 (2m) (b) 7., Stats., Register, February, 1996, No. 482.

DWD 295.07 Indenture. (1) All apprenticeship indentures shall be made upon the blank forms provided by the department.

(2) No indenture shall be considered in force unless it has had the approval of the department.

(3) Proof of age must be furnished the department in all cases involving minors between the ages of 16 and 18 years before approval of indenture will be given.

(4) The indenture shall state the length of the probationary period, which may be up to 25% of the indenture hours of the apprenticeship but in no case shall it exceed 12 calendar months. The probationary period shall constitute part of the apprenticeship period. During the probationary period apprenticeship agreements are voidable by either party upon written notice to the department.

(5) The department may give such time credit on the term of apprenticeship as the character of previous practical experience may warrant, which time credit shall be stated in the indenture or an amendment thereto.

(6) Upon the completion, interruption or proposed termination of any apprenticeship indenture the employer shall notify the department immediately stating the reasons therefor.

(7) Minors indentured under provisions of ch. 106, Stats., shall not be subject to the law relating to prohibited employments for minors, insofar as such minors at the time of injury, are performing service within the provisions of contracts of apprentice indenture approved by the department.

(8) The terms of an existing indenture may be modified subject to approval of the department.

History: Cr. Register, March, 1957, No.15, eff. 4-1-57; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.08, Register, April, 1981, No.304, eff. 5-1-81; CR 02-087: am. (4) Register November 2002 No. 563, eff. 12-1-02.

DWD 295.08 Manual. The department shall keep on record and make available to all interested persons the apprenticeship manual as approved by the department on July 17, 1956, or as thereafter amended.

History: Cr. Register, March, 1967, No.15, eff. 4-1-57; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.09, Register, April, 1981, No. 304, eff. 5-1-81; CR 07-010: am. Register June 2007 No. 618, eff. 7-1-07.

DWD 295.09 Forms. The following form is listed in accordance with s. 227.23, Stats., and may be obtained by writing the department of workforce development, Madison, Wisconsin.

DWD-APT-4224 Apprentice Indenture.

History: Cr. Register, October, 1957, No.22, eff. 11-1-57; am. Register, November, 1978, No.275, eff. 12-1-78; renum. from Ind 85.10, Register, April, 1981, No. 304, eff. 5-1-81; correction made under s. 13.93 (2m) (b) 7., Stats., Register, February, 1996, No. 482.

DWD 295.10 Family-owned construction business.

(1) In this section, "family-owned construction business" means a construction business which is owned or a majority of whose stock is owned by one person or jointly by 2 persons who are related by blood or marriage.

(2) An owner of a family-owned construction business may select any of his or her sons or daughters or any person necessary to an affirmative action plan as an apprentice when the person has met the qualification standards for a trade and the business has met the qualification standards for training the type of apprentice involved.

(3) This section may not be used by a family-owned construction business to replace an apprentice already indentured to the business.

(4) Where conditions of employment of apprentices are stipulated by a collective bargaining agreement, the department will be guided in its actions under this section by the terms of the agreement. Such stipulated conditions may require that sons and daughters

of owners receive the same treatment as all other apprentice-ship applicants.

Note: The qualification standards referred to in sub. (2) are set by joint apprenticeship committees and the department. Copies are available from the division of apprenticeship and training, P.O. Box 7946, Madison, WI 53707.

History: Cr. Register, June, 1984, No. 342, eff. 7-1-84.

DWD 295.15 Criteria for apprenticeable occupations. (1) DUTIES OF THE DEPARTMENT. (a) No indenture or program may be approved pursuant to ch. 106, Stats., unless the occupation involved has been approved by the department as one suitable as an apprenticeable occupation under the criteria provided in this section.

(b) The department shall maintain a list of approved apprenticeable occupations.

(2) OCCUPATIONAL CRITERIA. In order for a new occupation to be approved by the department as an apprenticeable occupation, the department shall find that the occupation:

(a) Involves manual, mechanical or technical skills;

(b) Is customarily learned in a practical way through training and on-the-job work;

(c) Requires related instruction to supplement the on-the-job training;

(d) Is clearly identified and recognized throughout an industry; and

(e) Is not part of an occupation presently recognized as apprenticeable by the department, unless that part is practiced and recognized industrywide as a separate identifiable trade.

(3) INDUSTRYWIDE. The department shall determine whether an occupation is practiced and recognized industrywide as a separate identifiable trade by surveying employers in the industry in question.

History: Cr. Register, October, 1981, No. 310, eff. 11-1-81.

DWD 295.20 Enforcement of indenture agreements.

(1) COMPLAINTS. The department may accept complaints from any party to the agreement alleging that an indenture agreement entered into under ch. 106, Stats., is not being complied with by another party to the agreement.

(3) NOTICE. (a) *Notice of intent to cancel.* If any party to the indenture agreement requests that the department cancel the agreement, the department shall send a written notice of intent to cancel to the complainant and the other party or parties. The notice shall state that the agreement will be cancelled 20 days from the date of the notice, unless the department receives a written objection from any party within the 20-day period. An objection shall be on the form provided by the department with the notice.

(b) *No objection to cancellation.* If no party to the agreement objects by the expiration of the 20-day period in the notice of intent to cancel, the agreement is cancelled effective the date of the cancellation notice under par. (d).

(c) *Timely objection.* If the department receives an objection within the 20-day period provided in the notice of intent to cancel, the following provisions apply:

1. The indenture agreement shall remain in the status it is in at the time that the department receives the objection, until the department cancels the agreement under par. (d).

2. The department shall determine whether the information provided by the complainant and the objecting party supports the complainant's allegation that another party is not complying with the terms of the agreement and whether the agreement should be cancelled. If the information provided is unclear or incomplete, the department shall investigate further.

3. If the department determines that the indenture agreement should be cancelled, the department shall send a cancellation notice under par. (d) and the agreement is cancelled effective the date of the notice. If the department determines that the indenture

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agreement should not be cancelled, the department shall rescind the intent to cancel notice.

(d) *Cancellation notice.* If the indenture agreement is cancelled, the department shall send a written cancellation notice to the parties. Any party who objects may make a request for a hearing within 20 days from the date of the notice.

(4) **APPROPRIATE SUBJECT MATTER.** (a) The department shall hold a hearing if a timely request is made under sub. (3) on any complaint alleging that the provisions of the indenture agreement are not being complied with by a party to the agreement. The department may not hold a hearing on complaints which consist of matters which are unrelated to the provisions of the indenture agreement.

(b) Examples of violations of the indenture agreement which may be appropriate subject matter for a hearing on a complaint to the department under this chapter include but are not limited to:

1. That the employer or other party to the indenture agreement has not provided to the apprentice the proper training as required in the indenture agreement;

2. That the employer or other party to the indenture agreement has failed to provide to the apprentice the proper schooling as required in the indenture agreement;

3. That the employer or other party to the indenture agreement has assigned the apprentice to perform job duties which do not provide the proper training as required in the indenture agreement;

4. That the employer or other party to the indenture agreement has failed to pay the wages as required in the indenture agreement;

5. That the apprentice is not satisfactorily progressing in the training or schooling required under the indenture agreement.

(c) Examples of matters which are unrelated to the provisions of the indenture agreement which are not appropriate subjects for a hearing by the department under this chapter include but are not limited to:

1. Employee absenteeism or tardiness at work or school;

2. Employee use of drugs or alcohol on the job at work or school;

3. Insubordination;

4. Refusal to perform work as assigned; or

5. Employee violations of the employer's printed work rules.

(d) If the department's investigation reveals that the dispute between the apprentice and the employer or other party to the

indenture agreement is unrelated to the provisions of the indenture agreement, the department may cancel the indenture agreement.

(5) **HEARING PROCEDURES.** (a) When the department sets a date for a hearing, it shall notify each party to the indenture agreement at least 20 days prior to the date of the hearing.

(b) The person appointed by the department as the hearing examiner may not be any person who has participated in an initial investigation of the complaint.

(c) The hearing examiner shall limit the hearing to the appropriate subject matter under sub. (4).

(d) The person making the complaint shall present evidence at the hearing to support the allegations in the complaint. If the person making the complaint fails to appear at the hearing without good cause or refuses to present evidence to support the allegations in the complaint, the hearing examiner may dismiss the complaint.

(e) The hearing examiner is not bound by the strict statutory or common law rules of evidence. Evidence shall be admitted as provided in s. 227.45, Stats.

(f) The hearing shall be transcribed. Any party may obtain a copy of the transcript by purchasing a copy from the transcription agency.

(g) At the conclusion of the hearing, the hearing examiner shall make written findings and orders and serve them upon the parties. The hearing examiner may make orders to enforce the indenture agreement, order penalties as provided in s. 106.01 (8) and (9), Stats., cancel the indenture agreement or dismiss the complaint.

(h) If the hearing examiner finds that a penalty as provided in s. 106.01 (8) and (9), Stats., is appropriate, the department may request the attorney general to seek a court order directing the party to pay the penalty. If any party fails to comply with an order of the hearing examiner, the department may request the attorney general to seek enforcement of the order or penalty in the circuit court.

(i) The decision of the hearing examiner is the final order of the department. Any party may seek judicial review of an order of the hearing examiner, as provided in ch. 227, Stats.

(6) **CANCELLATION.** This section does not apply to the request of either party that an indenture be cancelled during the probationary period specified in the indenture agreement.

History: Cr. Register, May, 1981, No.305, eff. 6-1-81; correction in (5) (e) made under s. 13.93 (2m) (b) 7., Stats., Register, February, 1996, No. 482; **CR 07-010: am. (1), (4) (a), (b), (c), and (d), (5) (a), (b), and (f) and (6), r. (2), r. and recr. (3), Register June 2007 No. 618, eff. 7-1-07.**

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Chapter DWD 296

FEDERAL EQUAL OPPORTUNITY STANDARDS FOR APPRENTICESHIP PROGRAMS

DWD 296.01	Scope and purpose.	DWD 296.11	Complaint procedure.
DWD 296.02	Definitions.	DWD 296.12	Adjustments in schedule for compliance review or complaint processing.
DWD 296.03	Authority to adopt state plan.	DWD 296.13	Sanctions.
DWD 296.04	Equal opportunity standards.	DWD 296.14	Reinstatement of program registration.
DWD 296.05	Affirmative action plans.	DWD 296.15	Intimidatory or retaliatory acts.
DWD 296.06	Selection of apprentices.	DWD 296.16	Nondiscrimination.
DWD 296.07	Existing list of eligibles and public notice.	DWD 296.17	Exemptions.
DWD 296.08	Records.		
DWD 296.09	Compliance reviews.		
DWD 296.10	Noncompliance With federal and state equal opportunity requirements.		

Note: Chapter Ind 96 was renumbered chapter ILHR 296 under s. 13.93 (2m) (b) 1., Stats., Register, February, 1996, No. 482. Chapter ILHR 296 was renumbered Chapter DWD 296 under s. 13.93 (2m) (b) 1., Stats., and corrections made under s. 13.93 (2m) (b) 6. and 7., Stats., Register, September, 1997, No. 501.

DWD 296.01 Scope and purpose. (1) This plan sets forth policies and procedures to promote equality of opportunity in apprenticeship programs registered with the state apprenticeship agency. These policies and procedures apply to the recruitment and selection of apprentices, and to all conditions of employment and training during apprenticeship and the procedures established provide for review of apprenticeship programs, for registering apprenticeship programs, for processing complaints, and for deregistering noncomplying apprenticeship programs.

(2) The purpose of this plan is to promote equality of opportunity in apprenticeship by prohibiting discrimination based on race, color, religion, national origin, or sex in apprenticeship programs by requiring affirmative action to provide equal opportunity in such apprenticeship programs and by coordinating this part with other equal opportunity programs.

History: Cr. Register, July, 1967, No. 139, eff. 8-1-67; r. and recr. Register, August, 1972, No. 200, eff. 9-1-72; renum. from Ind 85.11, Register, April, 1981, No. 304, eff. 5-1-81.

DWD 296.02 Definitions. (1) "Agency" means the department of workforce development, division of apprenticeship and training.

(2) "Department" means the U.S. department of labor.

(3) "Employer" means any person or organization employing an apprentice whether or not the apprentice is enrolled with such person or organization or with some other person or organization.

(4) "Apprenticeship program" means a program operated in accordance with ch. 106, Stats.

(5) "Sponsor" means any person or organization operating an apprenticeship program, irrespective of whether such person or organization is an employer.

(6) "Commission" means the Wisconsin department of workforce development secretary or any person specifically designated by the secretary.

(7) "Registration" means the approval of an apprenticeship program or indenture by the department in accordance with Wisconsin statutes.

(8) "Deregistration" means the cancellation of an apprenticeship program or indenture by the department in accordance with Wisconsin statutes.

(9) "Secretary of labor" means the secretary of labor, the assistant secretary of labor for manpower or any person specifically designated by either of them.

(10) "Minority count" means, for the purpose of determining underutilization, the combinations of race, color, and national Origin as used by EEOC identification, of 4 major minority groups should be used, namely, Negro, American Indian, Oriental

and Spanish-American. The latter minority group includes persons of Latin American, Mexican and Puerto Rican origin. In determining underutilization and establishment of goals, minorities are treated as one group, i.e., the numbers of Negro, American Indian, Oriental and Spanish-American are combined for a minority count. This applies to both data or minority count in the labor market area and in the sponsor's work force.

(11) "Female count" means, for the purpose of determining female underutilization, the combinations of race, color, and national origin as used by EEOC identification.

History: Cr. Register, July, 1967, No. 139, eff. 8-1-67; r. and recr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.12, Register, April, 1981, No. 304, eff. 5-1-81.

DWD 296.03 Authority to adopt state plan. The authority for the implementation and adoption of these policies and procedures affecting the registration of apprenticeship programs with the agency is vested in the department under the authority of chs. 106 and 101, Stats., and other applicable statutes and regulations.

History: Cr. Register, July, 1967, No. 129, eff. 8-1-67; r. and recr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.13, Register, April, 1981, No. 304, eff. 5-1-81.

DWD 296.04 Equal opportunity standards.

(1) OBLIGATION OF SPONSORS. Each sponsor of an apprenticeship program shall:

(a) Recruit, select, employ, and train apprentices during their apprenticeship, without discrimination because of race, color, religion, national origin, or sex; and

(b) Uniformly apply rules and regulations concerning apprentices, including but not limited to, equality of wages, periodic advancement, promotion, assignment of work, job performance, rotation among all work processes of the trade, imposition of penalties, or other disciplinary action, and all other aspects of the apprenticeship program administration by the program sponsor; and

(c) Take affirmative action to provide equal opportunity in apprenticeship, including adoption of an affirmative action plan as required by this state plan.

(2) EQUAL OPPORTUNITY PLEDGE. Each sponsor of an apprenticeship program shall include in its standards the following equal opportunity pledge:

"The recruitment, selection, employment and training of apprentices during their apprenticeship, shall be without discrimination because of race, color, religion, national origin or sex. The sponsor will take affirmative action to provide equal opportunity in apprenticeship and will Operate the apprenticeship program as required under 29 CFR part 30, and the equal employment opportunity rules of the state of Wisconsin."

(3) PROGRAMS PRESENTLY REGISTERED. Each sponsor of an apprenticeship program registered with the agency as of June 12,

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1978 shall, by no later than January 1, 1979, take the following actions:

(a) Include in the standards of its apprenticeship program the equal opportunity pledge prescribed by sub. (2), and

(b) Adopt an affirmative action plan required by s. DWD 296.05, and

(c) Adopt a selection procedure required by s. DWD 296.06. A sponsor adopting a selection method under s. DWD 296.06 (2) (a), (b) or (c) shall prepare, and have available for submission upon request, copies of its amended standards, affirmative action plans, and selection procedure. A sponsor adopting a selection method under s. DWD 296.06 (2) (d) shall submit to the agency copies of its standards, affirmative action plan and selection procedure in accordance with the requirements of s. DWD 296.06 (2) (d) 1.

(4) SPONSORS SEEKING NEW REGISTRATION. A sponsor of a program seeking new registration with the agency shall submit copies of its proposed program, affirmative action plan, selection procedures, and such other information as may be required.

(5) PROGRAMS SUBJECT TO APPROVED EQUAL EMPLOYMENT OPPORTUNITY PLANS. A sponsor shall not be required to adopt an affirmative action plan under s. DWD 296.05 or a selection procedure under s. DWD 296.06 if it submits to the agency satisfactory evidence that it is in compliance with an equal employment opportunity program providing for the selection of apprentices and for affirmative action in apprenticeship including goals and timetables for women and minorities which has been approved as meeting the requirements of Title VII of the Civil Rights Act of 1964 as amended (42 USC 2000e et seq.) and its implementing regulations published in Title 29 of the Code of Federal Regulations, Chapter XIV or executive order 11246, as amended, and its implementing regulations at Title 41 of Code of Federal Regulations, chapter 60: *Provided*, that plans approved, modified or renewed subsequent to the effective date of this amendment will qualify for this exception only if the goals and timetables for minorities and women for the selection of apprentices provided for in such plans are equal to or greater than the goals required under this plan.

(6) PROGRAMS WITH FEWER THAN 5 APPRENTICES. A sponsor of a program in which fewer than 5 apprentices are indentured may not be required to adopt an affirmative action plan under s. DWD 296.05 or a selection procedure under s. DWD 296.06 provided, that such program was not adopted to circumvent the requirements of this plan.

History: Cr. Register, July, 1967, No. 139, eff. 8-1-67; r. and recr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.14, Register, April, 1981, No. 304, eff. 5-1-81; corrections in (3), (5) and (6) made under s. 13.93 (2m) (b) 7., Stats., Register, February, 1996, No. 482.

DWD 296.05 Affirmative action plans. (1) ADOPTION OF AFFIRMATIVE ACTION PLANS. A sponsor's commitment to equal opportunity in recruitment, selection, employment, and training of apprentices shall include the adoption of a written affirmative action plan.

(2) DEFINITION OF AFFIRMATIVE ACTION. Affirmative action is not mere passive nondiscrimination. It includes procedures, methods, and program for the identification, positive recruitment, training, and motivation of present and potential minority and female (minority and nonminority) apprentices. It is action which will equalize opportunity in apprenticeship so as to allow full utilization of minority and women work potential. The overall result to be sought is equal opportunity in apprenticeship for all individuals participating in or seeking entrance to Wisconsin's labor force.

(3) OUTREACH AND POSITIVE RECRUITMENT. An acceptable affirmative action plan must include adequate provision for outreach and positive recruitment that would reasonably be expected to increase minority and women participation in apprenticeship

by expanding the opportunity of these persons to become eligible for apprenticeship selection. In order to achieve these objectives, sponsors shall undertake activities such as those listed below. It is not contemplated that each sponsor necessarily will include all of the listed activities in its affirmative action program. The scope of the affirmative action program will depend on all the circumstances including the size and type of the program and its resources. However, the sponsor will be required to undertake a significant number of appropriate activities in order to enable it to meet its obligations under this part. The affirmative action plan shall set forth the specific steps the sponsor intends to take in the areas listed below.

(a) 1. Dissemination of information concerning the nature of apprenticeship, availability of apprenticeship opportunities, sources of apprenticeship applications, and the equal opportunity policy of the sponsor.

2. For programs accepting applications only at specified intervals, such information shall be disseminated at least 30 days in advance of the earliest date of application at each interval.

3. For programs customarily receiving applications throughout the year, such information shall be regularly disseminated but not less than semiannually.

4. Such information shall be given to the agency, local schools, employment service office, community organizations which can effectively reach minority and women's groups, and published in newspapers which are circulated in the minority community as well as the general areas in which the program sponsor operates. When apprenticeship openings are advertised in the newspapers, the "Help Wanted — Male or Female" column should be used.

(b) Participate in annual workshops conducted by employment service agencies for the purpose of familiarizing school, employment service and other appropriate personnel with the apprenticeship system and current opportunities therein.

(c) Cooperation with local school boards, vocational education systems, and other agencies to develop programs for preparing students to meet the standards and criteria required to qualify for entry into apprenticeship programs.

(d) Internal communication of the sponsor's equal opportunity policy in such a manner as to foster understanding, acceptance and support among the sponsor's various officers, supervisors, employees and members and to encourage such persons to take the necessary action to aid the sponsor in meeting its obligations under s. DWD 296.05.

(e) Engaging in programs such as outreach for the positive recruitment and preparation of potential applicants for apprenticeships; where appropriate and feasible, such programs shall provide for pretesting experience and training. If no such programs are in existence, the sponsor shall seek to initiate these programs, or when available to obtain financial assistance from the department. In initiating and conducting these programs, the sponsor may be required to work with other sponsors and appropriate community organizations. The sponsor shall also initiate programs to prepare and encourage women to enter traditionally male programs.

(f) To encourage the establishment and utilization of programs of preapprenticeship, preparatory trade training, or other designed to prepare candidates for apprenticeship, a sponsor shall make appropriate provision in its affirmative action plan to assure that those who complete such programs are afforded full and equal opportunity for admission into the apprenticeship program.

(g) Utilization of journeymen to assist in the implementation of the sponsor's affirmative action program.

(h) Granting advance standing or credit on the basis of previously acquired experience, training, skills or aptitude for all applicants equally.

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(i) Admitting to apprenticeship programs persons whose age exceeds the maximum age for admission to the program, where such action is necessary to assist the sponsor in achieving its affirmative action obligations.

(j) Such other action as to insure that the recruitment, selection, employment, and training of apprentices during apprenticeship, shall be without discrimination because of race, color, religion, national origin, or sex; such as: general publication of apprenticeship opportunities and advantages in advertisements, industry reports, articles, etc.; use of present minority or women apprentices and journeymen as recruiters; career counseling; periodic auditing of affirmative action programs and activities; and development of reasonable procedures between the sponsor and employers of apprentices to insure that equal employment opportunity is being granted including reporting systems, on-site reviews, briefing sessions, etc.

(4) GOALS AND TIMETABLES. (a) A sponsor adopting a selection method under s. DWD 296.06 (2) (a) or (b) which determines on the basis of the analysis described in sub. (5) that it has deficiencies in terms of underutilization of minorities and/or women (minority and nonminority) in the craft or crafts represented by the program shall include in its affirmative action plan percentage goals and timetables for the admission of minority and/or female (minority and nonminority) applicants into the eligibility pool.

(b) A sponsor adopting a selection method under s. DWD 296.06 (2) (c) or (d) which determines on the basis of the analysis described in sub. (5) that it has deficiencies in terms of the underutilization of minorities and/or women (minority and nonminority) in the craft or crafts represented by the program shall include in its affirmative action plan percentage goals and timetables for the selection of minority and/or female (minority and nonminority) applicants for the apprenticeship program.

(c) "Underutilization" as used in this subsection refers to the situation where there are fewer minorities and/or women (minority and nonminority) in the particular craft or crafts represented by the program than would reasonably be expected in view of an analysis of the specific factors in sub. (5) (a) through (e). Where, on the basis of the analysis, the sponsor determines that it has no deficiencies, no goals and timetables need be established. However, where no goals and timetables are established, the affirmative action plan shall include a detailed explanation why no goals and timetables have been established.

(d) Where the sponsor fails to submit goals and timetables as part of its affirmative action plan or submits goals and timetables which are unacceptable, and the agency determines that the sponsor has deficiencies in terms of underutilization of minorities and/or women (minority and nonminority) within the meaning of this section, the agency shall establish goals and timetables applicable to the Sponsor for the admission of minority and/or female (minority and nonminority) applicants into the eligibility pool or Selection of apprentices, as appropriate. The sponsor shall make good faith efforts to attain these goals and timetables in accordance with the requirements of this section.

(5) ANALYSIS TO DETERMINE IF DEFICIENCIES EXIST. The sponsor's determination as to whether goals and timetables shall be established, shall be based on an analysis of at least the following factors, which analysis shall be set forth in writing as part of the affirmative action plan:

(a) The minority and/or female (minority and nonminority) population of the labor market area in which the program sponsor operates;

(b) The size of the minority and/or female (minority and nonminority) labor force in the program Sponsor's labor market area;

(c) The percentage of minority and/or female (minority and nonminority) participation as apprentices in the particular craft as compared with the percentage of minorities and females in the labor force in the program sponsor's labor market area;

(d) The percentage of minority and/or female (minority and nonminority) participation as journeymen employed by the employer or employers participating in the program as compared with the percentage of minorities and/or women (minority and nonminority) in the sponsor's labor market area and the extent to which the sponsor should be expected to correct any deficiencies through the achievement of goals and timetables for the selection of apprentices.

(e) The general availability of minorities and/or women (minority and nonminority) with present or potential capacity for apprenticeship in the program sponsor's labor market area.

(6) ESTABLISHMENT AND ATTAINMENT OF GOALS AND TIMETABLES. The goals and timetables shall be established on the basis of the sponsor's analysis of its underutilization of minorities and/or female and its entire affirmative action program. In establishing the goals, the sponsor should consider the results which could be reasonably expected from its good faith efforts to make its overall affirmative action program work. Compliance with these requirements shall be determined by the agency as to whether the sponsor has met its goals within its timetable, or failing that, whether it has made good faith efforts to meet its goals and timetables. Its "good faith efforts" shall be judged by whether it is following its affirmative action program and attempting to make it work, including evaluation and changes in its program where necessary to obtain the maximum effectiveness toward the attainment of its goals. However, in order to deal fairly with program sponsors, and with women who are entitled to protection under the goals and timetables requirements, during the first 12 months after the effective date of these rules, the program sponsor would generally be expected to set a goal for women for the entering year class at a rate which is not less than 50% of the proportion women are of the workforce in the program sponsor's labor market area and set a percentage goal for women in each class beyond the entering class which is not less than the participation rate of women currently in the preceding class. At the end of the first 12 months after the effective date of these rules, sponsors are expected to make appropriate adjustments in goals. (See s. DWD 296.08 (2)).

(7) DATA AND INFORMATION. The secretary of labor shall make available to program sponsors data and information on minority and/or female (minority and nonminority) population and labor force characteristics for each standard metropolitan statistical area, and for other special areas as appropriate.

History: Cr. Register, July, 1967, No. 159, eff. 8-1-67; r. and recr. Register, August, 1972, No. 200, eff. 9-1-71; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.15, Register, April, 1981, No. 304, eff. 5-1-81; corrections made under s. 13.93 (2m) (b) 7., Stats., Register, February, 1996, No. 482.

DWD 296.06 Selection of apprentices. (1) OBLIGATIONS OF SPONSORS. In addition to the development of a written affirmative action plan to insure that minorities and women have an equal opportunity for selection as apprentices and otherwise insure the prompt achievement of full and equal opportunity in apprenticeship, each sponsor shall further provide in its affirmative action program that the selection of apprentices shall be made under one of the methods specified in sub. (2) (a) through (d).

(2) SELECTION METHODS. The sponsor shall adopt one of the following methods for selecting apprentices prior to January 1, 1979.

(a) *Selection on basis of rank from pool of eligible applicants.*
1. Selection. a. A sponsor may select apprentices from a pool of eligible applicants created in accordance with the requirements of subd. 3. on the basis of the rank order of scores of applicants on one or more qualification standards where there is a significant statistical and practical relationship between rank order of scores and performance in the apprenticeship program.

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b. In demonstrating such relationship, the sponsor shall follow the procedures set forth in guidelines on employee selection procedures published in 41 CFR Part 60-3.

2. Requirements. The sponsor adopting this method of selecting apprentices shall meet the requirements of subs. 3. through 7.

3. Creation of pool of eligibles. a. A pool of eligibles shall be created from applicants who meet the qualifications of minimum legal working age; or from applicants who meet qualification standards in addition to minimum legal working age provided that any additional qualification standards conform with the following requirements:

b. The qualification standards, and the procedures not determining such qualification standards, shall be stated in detail and shall provide criteria for the specific factors and attributes to be considered in evaluating applicants for admission to the pool. The score required under each qualification standard for admission to the pool shall also be specified. All qualification standards, and the Score required on any standard for admission to the pool, shall be directly related to job performance, as shown by a significant statistical and practical relationship between the score on the standards, and the score required for admission to the pool, and performance in the apprenticeship program. In demonstrating such relationships, the sponsor shall follow the procedures set forth in 41 CFR Part 60-3. Qualifications shall be considered as separately required so that the failure of an applicant to attain the specified score under a single qualification standard shall disqualify the applicant from admission to the pool.

c. Any qualification standard for admission to the pool consisting of aptitude test scores shall be directly related to job performance, as shown by significant statistical and practical relationships between the score on the aptitude tests, and the score required for admission to the pool, and performance in the apprenticeship program. In determining such relationships, the sponsor shall follow the procedures set forth in 41 CFR Part 60-3. These requirements shall also be applicable to aptitude tests utilized by a program sponsor which are administered by a state employment service agency, a private employment agency, or any other person, agency or organization engaged in the selection or evaluation of personnel.

d. All educational attainments or achievements as qualifications for admission to the pool shall be directly related to job performance, as shown by a significant statistical and practical relationship between the score, and the score required for admission to the pool, and performance in the apprenticeship program. In demonstrating such relationships, the sponsor shall meet the requirements of 41 CFR Part 60-3. School records or the results of general education development tests recognized by the state or local public instruction authority shall be evidence of educational achievement. Education requirements shall be applied uniformly to all applicants.

4. Oral interviews. Oral interviews shall not be used as a qualification standard for admission into an eligibility pool. However, once applicants are placed in the eligibility pool, and before they are selected for apprenticeship from the pool, they may be required to submit to an oral interview. Oral interviews shall be limited only to such objective questions as may be required to determine the fitness of applicants to enter the apprenticeship program, but shall not include questions relating to qualifications previously determined in gaining entrance to the eligibility pool. When an oral interview is used, each interviewer shall prepare a summary of any conclusions. Applicants rejected from the pool of eligibles on the basis of an oral interview shall be given a written statement of Such rejection, the reasons therefor, and the appeal rights available to the applicant.

5. Notification of applicants. All applicants who meet the requirements for admission shall be notified and placed in the eligibility pool. The program sponsor shall give each rejected appli-

cant notice of the rejection, including the reasons for the rejection, the requirements for admission to the pool of eligibles, and the appeal rights available to the applicant.

6. Goals and timetables. The sponsor shall establish, where required by s. DWD 296.05 (5), percentage goals and timetables for the admission of minority and/or women (minority and nonminority) into the pool of eligibles in accordance with the provisions of s. DWD 296.05 (4), (5), and (6).

7. Compliance. A sponsor shall be deemed to be in compliance with its commitments under subd. 6. if it meets its goals or timetables or if it makes a good faith effort to meet these goals and timetables. In the event of the failure of the sponsor to meet its goals and timetables, it shall be given an opportunity to demonstrate that it has made every "good faith effort" to meet its commitments of s. DWD 296.05 (6). All the actions of the sponsor shall be reviewed and evaluated in determining whether such good faith efforts have been made.

(b) *Random selection from pool of eligible applicants.* 1. A sponsor may select apprentices from a pool of eligible applicants on a random basis. The method or random selection is subject to approval by the agency. Supervision of the random selection process shall be by an impartial person or persons selected by the sponsor, but not associated with the administration of the apprenticeship program. The time and place of the selection, and the number of apprentices to be selected, shall be announced. The place of the selection shall be open to all applicants and the public. The names of apprentices drawn by this method shall be posted immediately following the selection at the program sponsor's place of business.

2. The sponsor adopting this method of selecting apprentices shall meet the requirements of par. (a) 3. to 5. relating to the creation of pool of eligibles, oral interviews and notification of applicants.

3. Goals and timetables. The sponsor shall establish, where required by s. DWD 296.05 (4), percentage goals and timetables for the admission of minority and/or women (minority and nonminority) into the pool of eligibles in accordance with the provisions of s. DWD 296.05 (4), (5), and (6).

4. Compliance. Determinations as to the sponsor's compliance with its obligations under these rules shall be in accordance with the provisions of par. (a) 7.

(c) *Selection from pool of current employees.* 1. Selection. A sponsor may select apprentices from an eligibility pool of workers already employed by the program sponsor in a manner prescribed by a collective bargaining agreement where such exists, or by the sponsor's established promotion policy. The sponsor adopting this method of selecting apprentices shall establish goals and timetables for the selection of minority and/or female (minority and nonminority) apprentices, unless the sponsor concludes, in accordance with the provisions of s. DWD 296.05 (4), (5) and (6) that it does not have deficiencies in terms of underutilization of minorities and/or women (minority and nonminority) in the apprenticeship of journeymen crafts represented by the program.

2. Compliance. Determination as to the sponsor's compliance with its obligations under the regulations shall be in accordance with the provisions of par. (a) 7.

(d) *Alternative selection methods.* 1. Selection. A sponsor may select apprentices by means of any other method, including its present selection method, provided that the sponsor meets the following requirements:

a. Within 90 days of the effective date of this plan, the sponsor shall submit to the agency a detailed statement of the revised selection method it proposes to use along with the rest of its written affirmative action program including where required by s. DWD 296.05 (4), its percentage goals and timetables for the selection of minority and/or female (minority and nonminority) applicants for apprenticeship and its written analysis, upon which such goals and timetables, or lack thereof, are based. The establishment

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of goals and timetables shall be in accordance with the provisions of s. DWD 296.05 (4), (5), and (6). The sponsor may not implement any such selection method until the agency has approved the selection method as meeting the requirements of qualifications standards of par. (d) 1. and has approved the remainder of its affirmative action program including its goals and timetables. If the agency fails to act upon the selection method and the affirmative action program within 30 days of its submission, the sponsor may implement the selection method on the effective date of this plan.

b. Apprentices shall be selected on the basis of objective and specific qualification standards. Examples of such standards as fair aptitude tests, school diplomas or equivalent, occupationally essential physical requirements, fair interviews, school grades, and previous work experience. Where interviews are used, adequate records shall be kept including a brief summary of each interview and the conclusions on each of the specific factors, e.g., motivation, ambition, and willingness to accept direction which are part of the total judgment. In applying any such standards, the sponsor shall meet the requirements of 41 CFR Part 60-3.

2. Compliance. Determination as to the sponsor's compliance with its obligations under these regulations shall be in accordance with the provisions of par. (a) 7. Where a sponsor uses this selection method and despite its good faith efforts, fails to meet its goals and timetables, the sponsor may be required to make appropriate changes in its affirmative action program to the extent necessary to obtain maximum effectiveness towards the attainment of its goals. The sponsor may also be required to develop and adopt an alternative selection method, including a method prescribed by the agency, where it is determined that the failure of the sponsor to meet its goals is attributable in substantial part to the selection method. Where the sponsor's failure to meet its goals and timetables is attributable in substantial part to its use of a qualification standard the sponsor may be required to demonstrate that such qualification standard is directly related to job performance, in accordance with the provisions of par. (a) 3.

History: Cr. Register, July, 1967, No. 139, eff. 8-1-67; r. and recr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.16, Register, April, 1981, No. 304, eff. 5-1-81; corrections made under s. 13.93 (2m) (b) 4. and 7., Stats., Register, February, 1996, No. 482.

DWD 296.07 Existing list of eligibles and public notice. (1) A sponsor adopting a selection method under s. DWD 296.06 (2) (a) (b), and a sponsor adopting a selection method under s. DWD 296.06 (2) (d) who determines that there are fewer minorities and/or women (minority and nonminority) on its existing lists of eligibles than would reasonably be expected in view of the analysis described in s. DWD 296.05 (5) shall discard all existing eligibility lists upon approval and adoption of their selection methods and affirmative action plan. New eligibility lists shall be established and current copies will be provided the agency. The sponsor shall provide at least 30 days of public notice in advance of the earliest date applicants may apply and establish a reasonable period of not less than 2 weeks for accepting applications for the eligibility lists. Notification procedures shall be outlined in the sponsor's affirmative action plan.

(2) Applicants who have been placed in a pool of eligibles shall be retained on lists of eligibles subject to selection for a period of 2 years. Applicants may be removed from the list at an earlier date by their request or following their failure to respond to an apprentice job opportunity given by registered return receipt mail notice. Applicants who have been accepted in the program shall be afforded a reasonable period of time in light of the customs and practices of the industry for reporting for work. All applicants shall be treated equally in determining such period of time. It shall be the responsibility of the applicant to keep the sponsor informed of a current mailing address. A sponsor may restore to the list of eligibles an applicant who has been removed from the

list at his or her request or who has failed to respond to an apprenticeship job opportunity.

History: Cr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.17, Register, April, 1981, No. 304, eff. 5-1-81; corrections made under s. 13.93 (2m) (b) 7., Stats., Register, February, 1996, No. 482.

DWD 296.08 Records. (1) OBLIGATIONS OF SPONSORS. Each sponsor shall keep adequate records including a summary of the qualifications of each applicant, the basis for evaluation and for selection or rejection of each applicant, the records pertaining to interviews of applicants, the original application for each applicant, information relative to the operation of the apprenticeship program, including but not limited to job assignment, promotion, demotion, lay-off, or termination, rates of pay, or other forms of compensation or conditions of work, and any other records pertinent to a determination of compliance with these regulations, as may be required by the agency. The records pertaining to individual applicants, whether selected or rejected shall be maintained in such manner as to permit identification of minority and female (minority and nonminority) participants.

(2) AFFIRMATIVE ACTION PLANS. Each sponsor must retain a statement of its affirmative action plan required by s. DWD 296.05 for the prompt achievement of full and equal opportunity in apprenticeship, including all data and analysis made pursuant to the requirements of s. DWD 296.05. Sponsors shall annually review their affirmative action plan and update it where necessary.

(3) QUALIFICATION STANDARDS. Each sponsor must maintain evidence that its qualification standards have been validated in accordance with the requirements set forth in s. DWD 296.05 (2).

(4) MAINTENANCE OF RECORDS. The records required by this plan and any other information relevant to compliance with these rules. shall be maintained for 5 years and made available upon request to the agency or the department of labor.

(5) RECORDS OF THE AGENCY. The agency will keep adequate records, including registration requirements, approved individual program standards, registration actions, deregistration actions, program compliance reviews and investigations, individual program minority count, total apprenticeship minority count, individual sex count, and total sex count pertinent to a determination of compliance with this plan. The agency will make reports to the department that are reasonably pertinent to the compliance of this plan as required.

History: Cr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.18, Register, April, 1981, No. 304, eff. 5-1-81; corrections made under s. 13.93 (2m) (b) 7., Stats., Register, February, 1996, No. 482.

DWD 296.09 Compliance reviews. The agency will regularly conduct systematic review of apprenticeship programs in order to determine the extent to which sponsors are complying with these rules and will also conduct compliance reviews undertaking sanctions under s. DWD 296.13. In the case of sponsors seeking new registration, the agency will provide appropriate recommendations to the sponsor to enable it to achieve compliance for registration purposes.

History: Cr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.19, Register, April, 1981, No. 304, eff. 5-1-81; correction made under s. 13.93 (2m) (b) 7., Stats., Register, February, 1996, No. 482.

DWD 296.10 Noncompliance With federal and state equal opportunity requirements. A pattern of practice of noncompliance by a sponsor (or where the sponsor is a joint apprenticeship committee, by one of the parties represented on such committee) with federal or state laws or regulations requiring equal opportunity may be grounds for the imposition of sanctions in accordance with s. DWD 296.13 if such compliance is related to the equal employment opportunity of apprentices and/or graduates of such an apprenticeship program under this plan. The sponsor shall take affirmative steps to assist and cooperate with

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employers and unions in fulfilling their equal employment opportunity obligations.

History: Cr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.20, Register, April, 1981, No. 304, eff. 5-1-81; correction made under s. 13.93 (2m) (b) 7., Stats., Register, February, 1996, No. 482; correction made under s. 13.93 (2m) (b) 7., Stats., Register November 2002 No. 563.

DWD 296.11 Complaint procedure. (1) FILING. (a) Apprentices or applicants for apprenticeship who believe that they have been discriminated against on the basis of race, color, religion, national origin, or sex with regard to apprenticeship or that the equal opportunity standards have not been followed in the operation of an apprenticeship program may, personally or by an authorized representative, file a complaint with the agency or with a private review body established pursuant to par. (c). The complaint shall be in writing and shall be signed by the complainant. It must include the name, address, and telephone number of the person allegedly discriminated against, the program sponsor involved, and a brief description of the circumstances causing the complaint.

(b) The complaint must be filed not later than 180 days from the date of the alleged discrimination or specified failure to follow the equal opportunity standards; and, in the case of complaints filed directly with review bodies designated by program sponsors to review such complaints, any referral of such complaint by the complainant to the agency must occur within the time limitation stated above or 30 days from the final decision of such review body, whichever is later. The time may be extended by the agency for good cause shown.

(c) Sponsors are encouraged to establish fair, speedy and effective procedures for a review body to consider complaints or failure to follow the equal opportunity standards. A private review body established by the program sponsor for this purpose should number 3 or more responsible persons from the community serving in this capacity without compensation.

(d) Members of the review body should not be directly associated with the administration of an apprenticeship program. Sponsors may join together in establishing a review body to serve the needs of programs within the community.

(2) PROCESSING OF COMPLAINTS. (a) 1. When the sponsor has designated a review body for reviewing complaints, and if the agency determines that such review body will effectively enforce the equal opportunity standards, the agency, upon receiving a complaint shall refer the complaint to the review body.

2. The agency shall, within 30 days following the referral of a complaint to the review body, obtain reports from the complainant and the review body as to the disposition of the complaint. If the complaint has been satisfactorily adjusted, and there is no other indication of failure to apply equal opportunity standards, the case shall be closed and the parties appropriately informed.

3. When a complaint has not been resolved by the review body within 90 days or where, despite satisfactory resolution of the particular complaint by the review body, there is evidence that the equal opportunity practices of the apprenticeship program are not in accordance with this plan, the agency may conduct such compliance review as found necessary, and will take all necessary steps to resolve the complaint.

(b) Where no review body exists, the agency may conduct such compliance review as found necessary in order to determine the facts of the complaint, and obtain such other information relating to compliance with these regulations as the circumstances warrant.

History: Cr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.21, Register, April, 1981, No. 304, eff. 5-1-81.

DWD 296.12 Adjustments in schedule for compliance review or complaint processing. If, in the judg-

ment of the agency, a particular situation warrants and requires special processing and either expedited or extended determination, it shall take the steps necessary to permit such determination if it finds that no person or party affected by such determination will be prejudiced by such special processing.

History: Cr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.22, Register, April, 1981, No. 304, eff. 5-1-81.

DWD 296.13 Sanctions. (1) AGENCY ACTIONS. Where the agency, as a result of a compliance review or other reason, determines that there is reasonable cause to believe that an apprenticeship program is not operating in accordance with this plan and voluntary collective action has not been taken by the program sponsor, the agency shall institute proceedings to deregister the program or institute court action under the applicable state statutes and it shall refer the matter to the department for referral to the attorney general with recommendations for the institution of a court action by the attorney general under title VII of the civil rights act of 1964.

(2) DEREGISTRATION. Deregistration proceedings shall be conducted in accordance with the following procedures:

(a) The agency shall notify the sponsor, in writing, that a determination of reasonable cause has been made under sub. (1) and that the apprenticeship program may be deregistered unless, within 15 days of the receipt of the notice, the sponsor requests a hearing. The notification shall specify the facts on which the determination is based.

(b) If, within 15 days of the receipt of the notice provided for in sub. (1), the sponsor mails a request for a hearing, the department shall convene a hearing in accordance with sub. (3).

(c) The department shall make a final decision on the basis of the record before it, which shall consist of the compliance review file and other evidence presented and, if a hearing was conducted pursuant to sub. (3), the proposed findings and recommended decision of the hearing officer. In its discretion, the department may allow the sponsor a reasonable time to achieve voluntary corrective action. If the department's decision is that the apprenticeship program is not operating in accordance with this plan, it will implement action as referred to in sub. (1). In each case in which such action is ordered, the department shall make public notice of the order and shall notify the sponsor and the complainant, if any, and the department. The agency shall inform any sponsor whose program has been deregistered that it may appeal such deregistration to the department in accordance with procedures of 29 CFR 30.15.

(3) HEARINGS. Hearings shall be conducted in accordance with the following procedures:

(a) Within 30 days of its receipt of a request for a hearing, the department shall designate a hearing officer. The hearing officer shall give reasonable notice of such hearing by registered mail, return receipt requested, to the sponsor. Such notice shall include a reasonable time and place of hearing; a statement of the provisions of this plan pursuant to which the hearing is to be held; and a concise statement of the matters pursuant to which the action forming the basis of the hearing is proposed to be taken.

(b) The hearing officer shall regulate the course of the hearing. Hearings shall be informally conducted. Every party shall have the right to counsel, and a fair opportunity to present his or her case including such cross-examination as may be appropriate in the circumstances. Hearing officers shall make their proposed findings and recommended decisions to the department upon the basis of the record before them.

History: Cr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.23, Register, April, 1981, No. 304, eff. 5-1-81.

DWD 296.14 Reinstatement of program registration. Any apprenticeship program deregistered pursuant to this

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plan may be reinstated upon presentation of adequate evidence to the department that the apprenticeship program is operating in accordance with this plan.

History: Cr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, November, 1978 No. 275, eff. 12-1-78; renum. from Ind 85.24, Register, April, 1981, No. 304, eff. 5-1-81.

DWD 296.15 Intimidatory or retaliatory acts. Any intimidation, threat, coercion, or retaliation by or with the approval of any sponsor against any person for the purpose of interfering with any right or privilege secured by Wisconsin's apprenticeship or fair employment practices laws, Title VII of the Civil Rights Act of 1964, executive order 11246 as amended, or because he/she has made a complaint, testified, assisted, or participated in any manner in an investigation proceeding, or hearing under this plan shall be considered noncompliance with the equal opportunity standards of this plan. The identity of complainants shall be kept confidential except to the extent necessary to carry out the purpose of this plan, including the conduct of any investigation, hearing or judicial proceeding arising therefrom.

History: Cr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, Novem-

ber, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.25, Register, April, 1981, No. 304, eff. 5-1-81.

DWD 296.16 Nondiscrimination. The commitments contained in the sponsor's affirmative action program are not intended and shall not be used to discriminate against any qualified applicant or apprentice on the basis of race, color, religion, national origin, or sex.

History: Cr. Register, August, 1972, No. 200, eff. 9-1-72; renum. from Ind 85.26, Register, April, 1981, No. 304, eff. 6-1-81.

DWD 296.17 Exemptions. Requests for exemption from these regulations, or any part thereof, shall be made in writing to the department and shall contain a statement of reasons supporting the request. Exemptions may be granted for good cause. The agency will immediately notify the department any such exemptions granted affecting a substantial number of employees and the reasons therefor,

History: Cr. Register, August, 1972, No. 200, eff. 9-1-72; am. Register, November, 1978, No. 275, eff. 12-1-78; renum. from Ind 85.27, Register, April, 1981, No. 304, eff. 5-1-81.