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# Who's Training Milwaukee's Future Builders? Race/Ethnicity of Construction Trade Apprentices in the Milwaukee Area

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# Who's Training Milwaukee's Future Builders? Race/Ethnicity of Construction Trade Apprentices in the Milwaukee Area

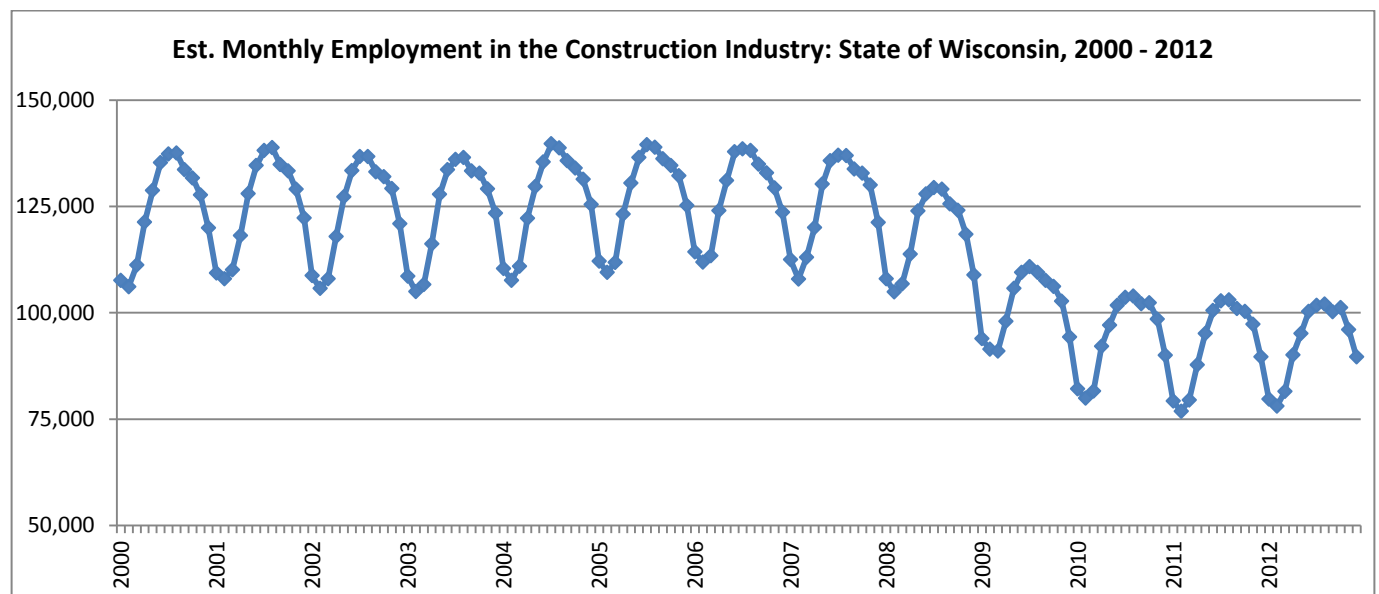
Prepared by Lois M. Quinn, Employment and Training Institute, University of Wisconsin-Milwaukee, 2013

This report provides racial/ethnicity and gender data on apprentices by construction trade joint apprenticeship committee (JAC), based on data from the Wisconsin Department of Workforce Development (DWD) Bureau of Apprenticeship Standards (BAS).<sup>1</sup> Part One examines hiring patterns of 15 union joint apprenticeship committees serving the Milwaukee area with report cards provided for 217 contractors with apprentices. Part Two identifies the apprentice levels sponsored by 120 union contractors through the statewide Wisconsin Operating Engineers Joint Apprenticeship Committee. Part Three analyzes the apprenticeship patterns for 81 non-union contractors with apprentices through the Associated Builders & Contractors of WI-Waukesha Joint Apprenticeship Committee.

**It is recognized that it is very difficult for companies to hire and train apprentices while their experienced workers are on lay-off or only employed part-time. At the same time, there is a public interest in supporting training for the future construction industry workforce and in investments in increased participation of minorities, and particularly African American and Latino males, in the construction industry.**

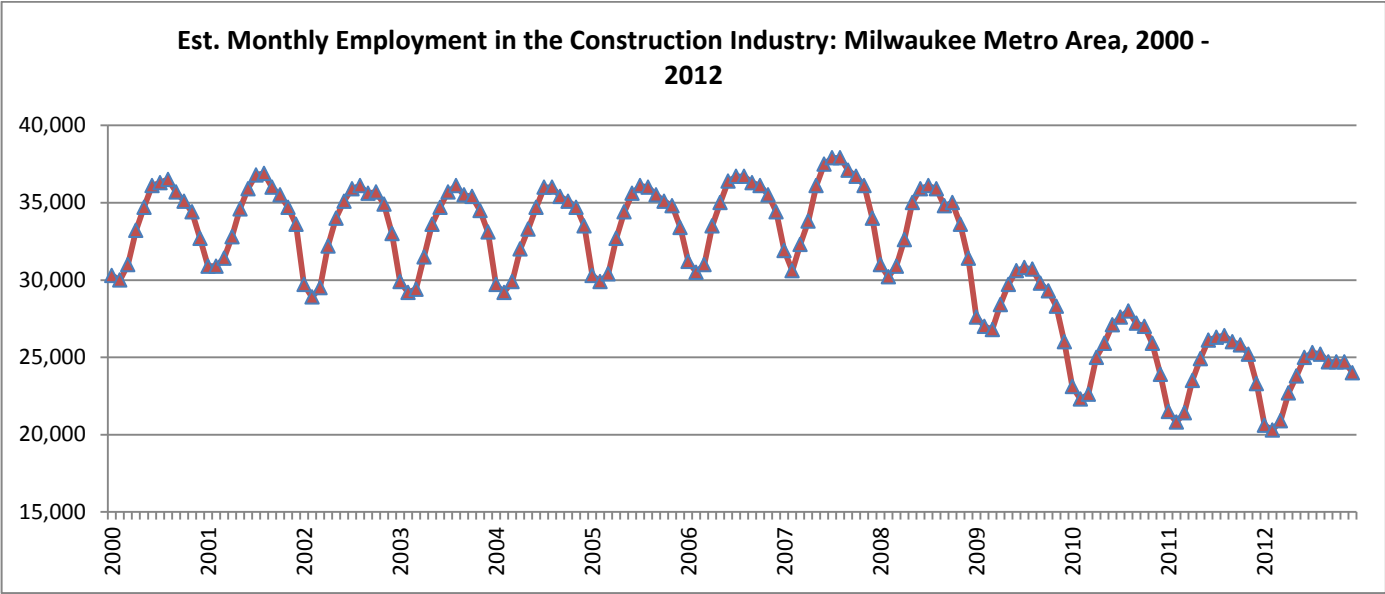
The construction industry continues to suffer substantial job losses as the nation, state, and local communities recover from both the economic recession and the housing crisis impacting the industry. In addition to typical seasonal job fluctuations (with highest employment in the summer months and large-scale layoffs of workers during the January to March period), the industry has shown substantial employment declines in recent years.

The graphs below show estimated monthly employment totals in the construction industry for the state and Milwaukee metro area, based on the Bureau of Labor Statistics CES (Current Employment Statistics) Survey. Statewide, the estimated number of workers employed by construction firms dropped from 137,000 in July 2007 to 78,000 in February 2012.

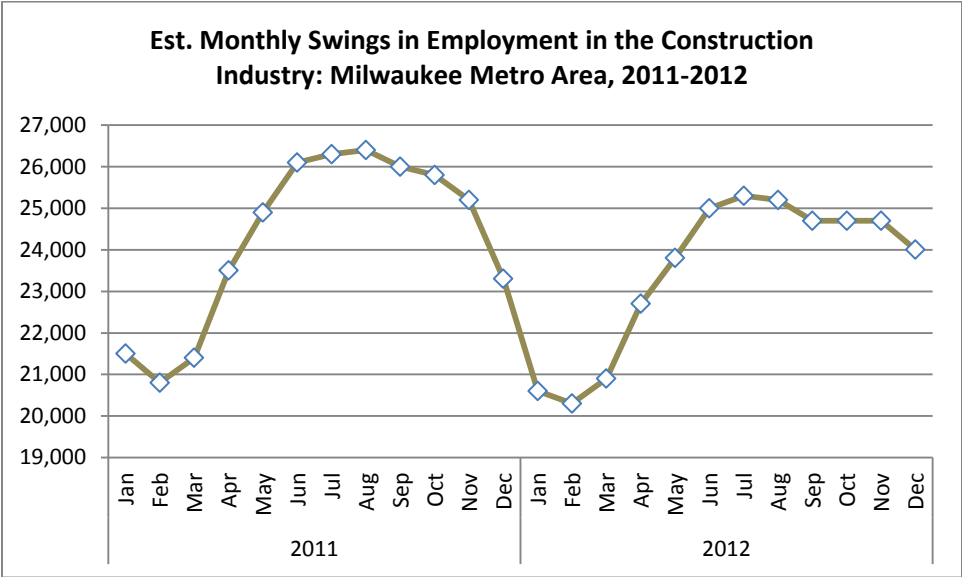


<sup>1</sup> The 2013 apprenticeship data for 15 union joint apprenticeship committees and for the ABC of WI-Waukesha Joint Apprenticeship Committee are as of April 29, 2013. The 2013 data for the Southern Wisconsin Heat & Frost Insulators JAC and the statewide Wisconsin Operating Engineers JAC are as of July 24, 2013. All of the apprenticeship data reported for 2010 are as of the month of January 2010, and all of the data reported for 2007 are as of the month of September 2007. The 2005 data are for the month of September 2005, except for the Wisconsin Operating Engineers JAC whose data are for October 2005.

In the four-county Milwaukee area (i.e., Milwaukee, Ozaukee, Washington and Waukesha counties) the estimated number of workers employed by construction firms dropped from highs of 37,900 in July and August of 2007 to 20,300 in February 2012.



The graph below shows the monthly changes in employment levels of Milwaukee area construction firms over the 24-month period from January 2011 through December 2012.



This is the fourth report card tracking apprentices in the construction trades. The data are provided to:

- Assist the NAACP's Labor and Industry Committee in its work promoting economic opportunities for African Americans and other minorities in Milwaukee.
- Indicate whether adequate numbers of young workers are being trained as skilled trades workers reach retirement age.
- Help assess whether governmental financial support is needed for increased construction trade apprenticeship training.
- Measure the impacts of the national recession and housing crisis on apprenticeship training in the construction trades and enrollments of African Americans, Latinos, Native Americans and Asians in training programs.
- Measure whether any improvements have been made in the number of women receiving apprenticeship training.
- Gauge the extent to which the Department of Workforce Development is effectively promoting and enforcing state affirmative action requirements for apprentices.
- Help assess the impact of the governor's rescission of the state requirement for apprenticeship training on state-funded construction contracts.

## Summary

1. Sixty-five African Americans and 53 Hispanics are being trained in union construction trade apprenticeship programs in the Milwaukee area. (See pp. 5-25.)
2. Ten African Americans and 16 Hispanics are being trained in non-union construction trade apprenticeship programs in the Milwaukee area. (See pp. 30-33.)
3. Statewide, only 9 African Americans and 3 Hispanics are training as operating engineering apprentices. (See pp. 27-29.)
4. Women are underrepresented in all of the apprenticeship programs reviewed. Eighteen women are receiving apprenticeship training in union companies in the Milwaukee area and only one woman is receiving apprenticeship training in the non-union companies. (See pp. 26, 32.)

*Note: Apprenticeship totals are as of April 2013, except for operating engineer and heat and frost insulator apprenticeship which are as of July 2013.*

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## Part One: Union Apprentices Sponsored by Milwaukee Area Construction Trade Joint Apprenticeship Committees

The number of construction trade apprentices being trained in the Milwaukee area is down significantly given the negative impacts of the national recession and the housing foreclosure crises on the construction industry. The number of African American apprentices receiving training dropped by 66% from 191 in September 2007 to 65 in April 2013. The number of white apprentices dropped by 64% from 1,440 in September 2007 to 517 in April 2013.

<b>15 Milwaukee Area Union Joint Apprenticeship Committees</b>	<b>African Americans</b>	<b>Hispanics</b>	<b>Native Americans</b>	<b>Asians</b>	<b>Whites</b>	<b>Total</b>
April 2013	65	53	0	8	517	643
September 2007	191	120	20	5	1,440	1,776
September 2007	191	120	20	5	1,440	1,776
Change, 2007-2013	-126	-67	-20	3	-923	-1,133
% change, 2007-2013	-66%	-56%	-100%	60%	-64%	-64%

The largest number of apprentices are sponsored by the Milwaukee Area Electrical Joint Apprenticeship and Training Committee (N=14) and the Southeast Wisconsin Area Carpentry JAC (N=10). Twelve of the JACs showed declines in the number of African American apprentices since 2007.

<b>Milwaukee Area Union Joint Apprentice Committees</b>	<b>Total Apprentices:</b>			<b>African American Apprentices:</b>		
	<b>April 2013</b>	<b>Jan 2010</b>	<b>Sept 2007</b>	<b>April 2013</b>	<b>Jan 2010</b>	<b>Sept 2007</b>
Milwaukee Area Bricklaying JAC	9	22	46	3	4	14
Milwaukee Area Cement Masonry JAC	7	9	34	1	1	6
Milwaukee Area Electrical JATC	108	180	201	14	13	13
Milwaukee Area Ironworking JAC	57	115	209	1	7	15
Milwaukee Area Painting & Decorating JAC	26	40	68	4	6	9
Milwaukee Area Plumbing JAC	51	128	198	8	9	9
Milwaukee Area Sheet Metal JAC	112	142	165	6	12	11
Milwaukee Area Sprinkler Fitter JAC	23	48	69	0	2	3
Milwaukee Area Tile Setters JAC	5	5	7	0	0	0
SE WI Area Carpentry JAC	57	246	337	10	29	44
SE WI Area Steamfitting JAC	68	162	158	1	5	9
SE WI Construction Craft Laborers JAC	24	50	110	8	13	39
SE Wisconsin Roofing & Waterproofing JAC	46	104	88	9	14	17
Southeastern Glazing JAC	11	36	41	0	0	0
Southern WI Heat & Frost Insulators JAC	39	47	45	0	2	2
<b>Total</b>	<b>643</b>	<b>1334</b>	<b>1776</b>	<b>65</b>	<b>117</b>	<b>191</b>

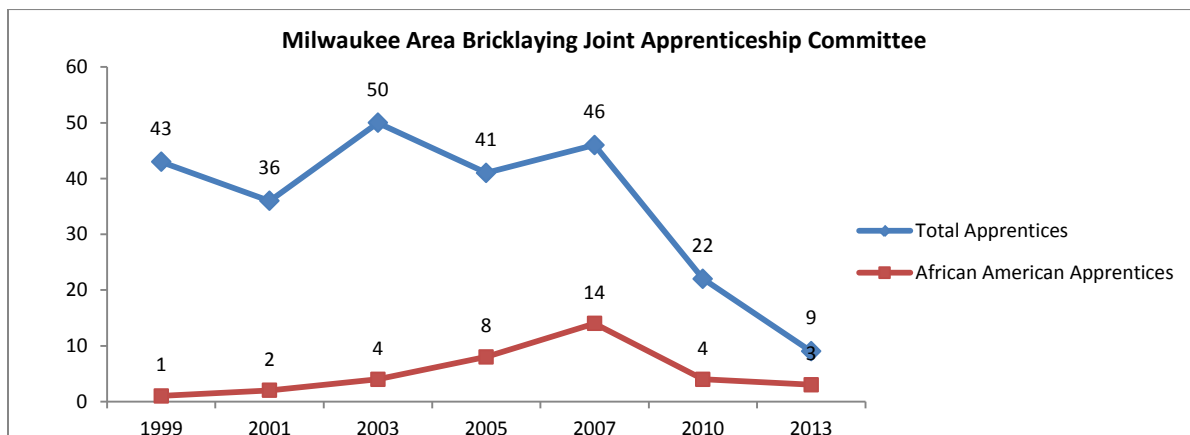
The number of companies sponsoring apprentices (of any race/ethnicity) dropped from 313 in January 2010 to 217 this year.

## Milwaukee Area Bricklaying Joint Apprenticeship Committee

Three African Americans and 2 Hispanics were receiving apprenticeship training as bricklayers as of April 2013. These minorities made up 56% of the apprentices.

The Milwaukee Area Bricklaying Joint Apprenticeship Committee reported 9 apprentices as of April 2013, down from 50 in March 2003 and 46 in September 2007 before the recession.

Milwaukee Area Bricklaying JAC	Total	African American	Hispanic	Native American	Asian	White
2013, Apr	9	3	2	--	--	4
2010, Jan	22	4	2	--	--	16
2007, Sept	46	14	--	--	--	32
2005, Sept	41	8	1	--	--	32
2003, Mar	50	4	3	1	--	42
2001, Jun	36	2	--	--	--	34
1999, Sept	43	1	3	--	--	39
<b>Percent</b>						
2013, Apr	100%	33%	22%	--	--	44%
2010, Jan	100%	18%	9%	--	--	73%
2007, Sept	100%	30%	--	--	--	70%
2005, Sept	100%	20%	2%	--	--	78%
2003, Mar	100%	8%	6%	2%	--	84%
2001, Jun	100%	6%	--	--	--	94%
1999, Sept	100%	2%	7%	--	--	91%



Three companies (Sid's Sealants, T V John & Son, and Walsh Masonry) each had 1 African American bricklayer apprentice; 2 companies (KMI Construction and Pukall Co.) each had 1 Hispanic apprentice.

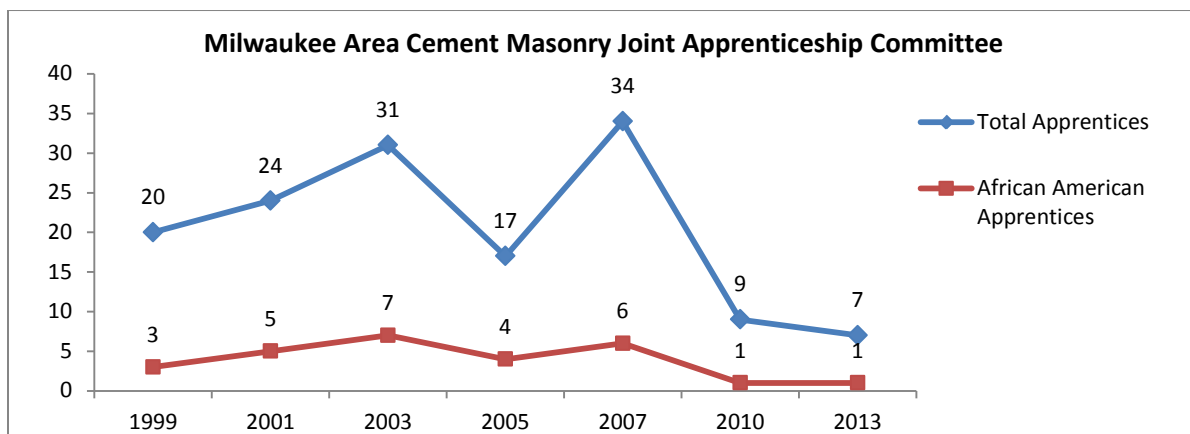
Employers of Bricklayer Apprentices (4/2013)	Black	Hispanic	White	Total
KMI Construction LLC		1		1
Lloyd Hamm Masonry LLC			1	1
Miron Construction Company Inc			2	2
Pukall Co. Inc.		1		1
Ray Anderson Inc			1	1
Sid's Sealants	1			1
T V John & Son, Inc.	1			1
Walsh Masonry, Inc.	1			1
<b>TOTAL</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>9</b>

## Milwaukee Area Cement Masonry Joint Apprenticeship Committee

In April 2013 the Milwaukee Area Cement Masonry Joint Apprenticeship Committee sponsored only 1 African American and 1 Hispanic apprentice.

In September 2007 there were 34 cement mason apprentices; this year there are 7.

Milwaukee Area Cement Masonry JAC	Total	African American	Hispanic	Native Amer	Asian	White
2013, Apr	7	1	1	--	--	5
2010, Jan	9	1	--	1	--	7
2007, Sept	34	6	7	--	--	21
2005, Sept	17	4	3	1	--	9
2003, Mar	31	7	3	1	--	20
2001, Jun	24	5	1	--	--	18
1999, Sept	20	3	1	--	--	16
<b>Percent</b>						
2013, Apr	100%	14%	14%	--	--	71%
2010, Jan	100%	11%	--	11%	--	78%
2007, Sept	100%	18%	21%	--	--	62%
2005, Sept	100%	24%	18%	6%	--	53%
2003, Mar	100%	23%	10%	3%	--	65%
2001, Jun	100%	21%	4%	--	--	75%
1999, Sept	100%	15%	5%	--	--	80%



One firm (T V John & Son) had an African American cement mason apprentice, and 1 firm (Elastizell of Wisconsin) had a Hispanic apprentice.

<b>Employers with Cement Mason Apprentices (4/2013)</b>				
	Black	Hispanic	White	Total
Elastizell of Wisconsin Inc.		1		1
J & A Pohl Inc.			2	2
Mann Brothers Inc.			1	1
Northwest Asphalt Products Inc.			2	2
T V John & Son, Inc.	1			1
<b>TOTAL</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>7</b>

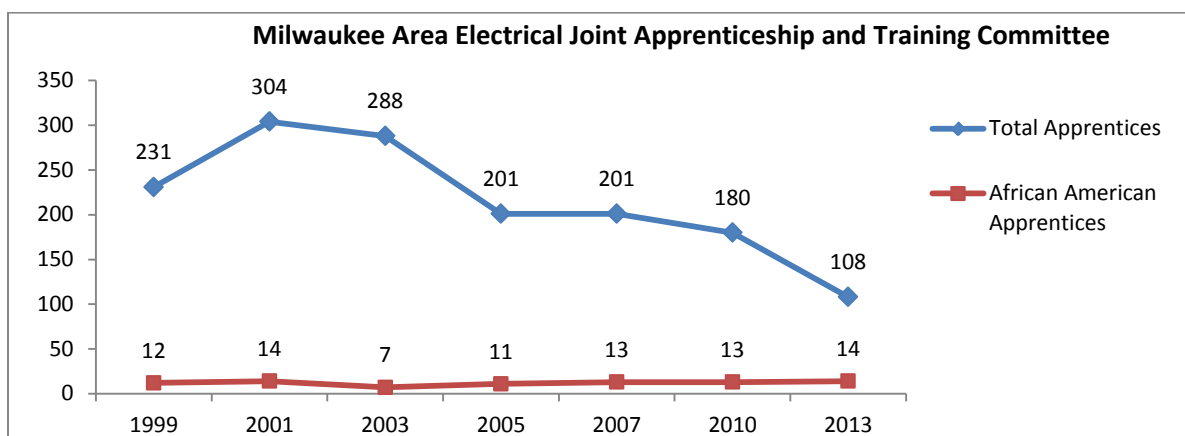


## Milwaukee Area Electrical Joint Apprenticeship and Training Committee

The number of African American apprentices was at 14 in April 2013 even though the total number of apprentices had dropped by nearly half.

Nearly a fourth (23%) of the electrician apprentices are minorities.

Milwaukee Area Electrical JATC	Total	African American	Hispanic	Native Amer	Asian/Pac Is	White
2013, Apr	108	14	6	--	5	83
2010, Jan	180	13	6	1	4	156
2007, Sept	201	13	7	1	--	180
2005, Sept	201	11	5	1	--	184
2003, Mar	288	7	8	1	--	272
2001, Jun	304	14	8	2	1	279
1999, Sept	231	12	4	2	1	212
<b>Percent</b>						
2013, Apr	100%	13%	5%	--	5%	77%
2010, Jan	100%	7%	3%	0%	2%	87%
2007, Sept	100%	7%	4%	1%	--	90%
2005, Sept	100%	6%	3%	1%	--	92%
2003, Mar	100%	2%	3%	0%	--	94%
2001, Jun	100%	5%	3%	1%	0%	92%
1999, Sept	100%	5%	2%	1%	0%	92%



The most minority electrician apprentices are being trained by Pieper Electric (with 4 African Americans and 1 Hispanic), Hurt Electric (with 2 African American, 1 Hispanic, and 1 Asian apprentice), and Uihlein Electric (with 1 Hispanic and 2 Asian apprentices).

By contrast, all 19 of the apprentices with Staff Electric were whites.

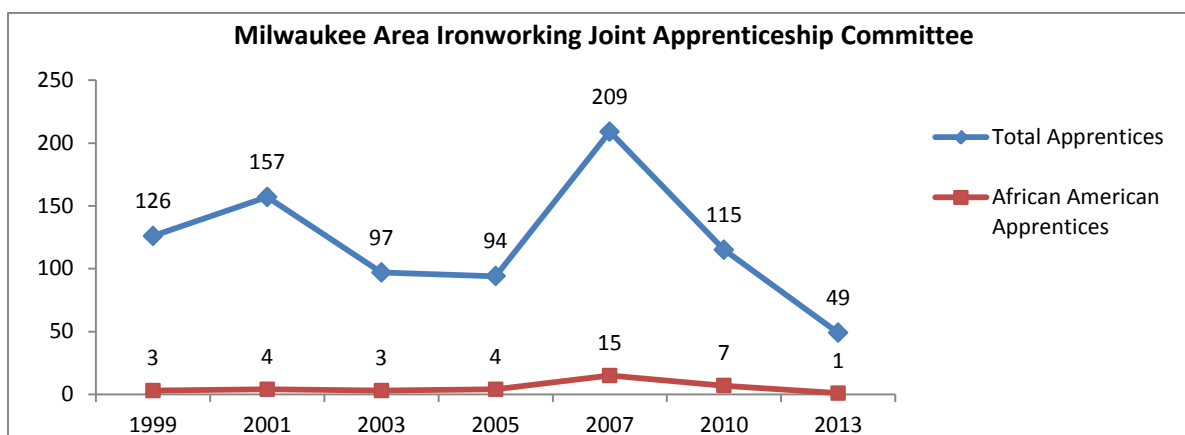
Employers with Electrician Apprentices (4/2013)	Black	Hispanic	Asian	White	Total
Craf-Tron Electric Inc.				1	1
Dairyland Electric	1			1	2
Dave's Electric, Inc				1	1
Dillett Mechanical Service Inc.				1	1
Dnesco Electrical Contr.				3	3
Hurt Electric, Inc	2	1	1	2	6
Kish & Sons Electric Co.	1				1
Lemberg Electric Co. Inc.	1			8	9
Miller Electric Company	1			1	2
Nelco Electric Inc.			1	2	3
Pieper Electric Inc. - Milwaukee	4	1		15	20
Preferred Electric				2	2
Roman Electric Co., Inc.	2			7	9
Staff Electric Co., Inc.				19	19
Stoiber Electric Co., Inc.		1			1
Terminal-Andrae, Inc.		1		5	6
Total Mechanical, Inc.				1	1
Uihlein Electric Company Inc.		1	2	3	6
Van Den Heuvel Electric Inc				1	1
Van Ert Electric Company, Inc	1				1
Venture Elect. Contr. Inc.	1	1		9	11
Wil-Surge Electric, Inc.			1		1
Woods Electric LLC				1	1
<b>TOTAL (107 electricians, 1 residential wirer)</b>	<b>14</b>	<b>6</b>	<b>5</b>	<b>83</b>	<b>108</b>

## Milwaukee Area Ironworking Joint Apprenticeship Committee

The number of African American apprentices in ironworking has dropped from 15 in September 2007 to only one as of April 2013.

Total apprentices are at a fourth of the level seen six years ago.

Milwaukee Area Ironworking JAC	Total	African American	Hispanic	Native Amer	Asian	White
2013, Apr	57	1	6	--	1	49
2010, Jan	115	7	11	2	--	95
2007, Sept	209	15	14	5	2	173
2005, Sept	94	4	4	2	1	83
2003, Mar	97	3	4	--	--	90
2001, Jun	157	4	14	5	--	134
1999, Sept	126	3	13	6	--	104
<b>Percent</b>						
2013, Apr	100%	2%	11%	--	2%	86%
2010, Jan	100%	6%	10%	2%	--	82%
2007, Sept	100%	7%	7%	2%	1%	83%
2005, Sept	100%	4%	4%	2%	1%	88%
2003, Mar	100%	3%	4%	--	--	93%
2001, Jun	100%	3%	9%	3%	--	85%
1999, Sept	100%	2%	10%	5%	--	83%



Only 1 firm (Bechtel Construction) had an African American training as an iron worker apprentice. Six firms (A & A Electric, Area Erectors, Capitol Steel Erectors, Choice Construction, International Erectors, and Red Cedar Steel Erectors) each had 1 Hispanic apprentice, and SPE had 1 Asian apprentice. The most iron worker apprentices were employed by Doral Corporation; all 8 of their apprentices were whites.

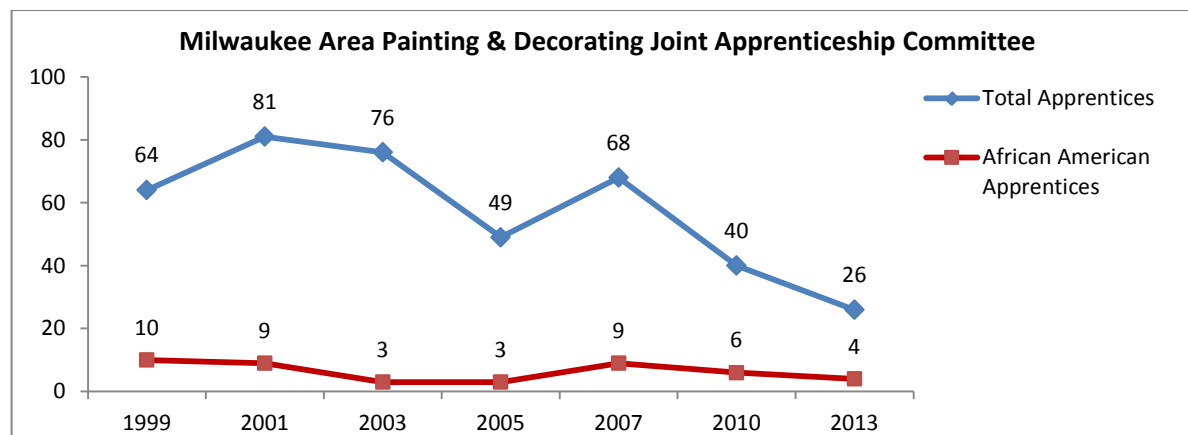
Employers with Iron Worker Apprentices (4/2013)	Black	Hispanic	Asian	White	Total
A & A Erecting Co., Inc.		1			1
AGM Erecting, LLC				1	1
Area Erectors, Inc.		1		1	2
Bechtel Construction Company	1			2	3
Big Horn Erecting & Reinforcing				1	1
C. D. Smith Construction Co				2	2
C. R. Meyer & Sons Co				1	1
Capitol Steel Erectors Inc		1			1
Chilstrom Erecting Co.				2	2
Choice Construction Companies Inc		1		2	3
Construction Supply & Erection				1	1
Doral Corporation				8	8
Graycor Industrial Constructors, Inc				2	2
International Erectors, Inc.		1			1
Interstate Erecting, Inc.				2	2
J. H. Findorff & Son - Milwaukee				1	1
Marshall Erecting, Inc.				1	1
Miron Construction Company Inc				2	2
Oscar J. Boldt Construction Co				2	2
Price Erecting Inc.				1	1
Quickfab Welding and Erecting LLC				2	2
Red Cedar Steel Erectors (MKE)		1			1
S P E, Inc (SPE)			1	6	7
TnT Rebar, LLC				1	1
V. M. I. Iron City Erectors				2	2
Wisconsin Rebar				6	6
<b>TOTAL</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>49</b>	<b>57</b>

## Milwaukee Area Painting & Decorating Joint Apprenticeship Committee

Four African Americans and 3 Latinos are being trained as union painting and decorating apprentices in the Milwaukee area as of April 2013.

The total number of apprentices receiving training has dropped from 81 in June 2001 to 26 this year.

Milwaukee Area Painting & Decorating JAC	Total	African American	Hispanic	Native Amer	Asian/ Pac Isl	White
2013, Apr	26	4	3	--	--	19
2010, Jan	40	6	2	--	--	32
2007, Sept	68	9	8	--	--	51
2005, Sept	49	3	8	--	2	36
2003, Mar	76	3	7	--	--	66
2001, Jun	81	9	6	--	--	66
1999, Sept	64	10	1	--	--	53
<b>Percent</b>						
2013, Apr	100%	15%	12%	--	--	73%
2010, Jan	100%	15%	5%	--	--	80%
2007, Sept	100%	13%	12%	--	--	75%
2005, Sept	100%	6%	16%	--	4%	74%
2003, Mar	100%	4%	9%	--	--	87%
2001, Jun	100%	11%	7%	--	--	82%
1999, Sept	100%	16%	2%	--	--	83%



Four companies each had 1 African American painter and decorator apprentice (Common Links Construction, Programmed Painting Service, State Painting, and Wall-Tech) and 3 companies each had a Hispanic apprentice (Programmed Painting Service, Sanchez Painting & Decorating, and Wall-Tech).

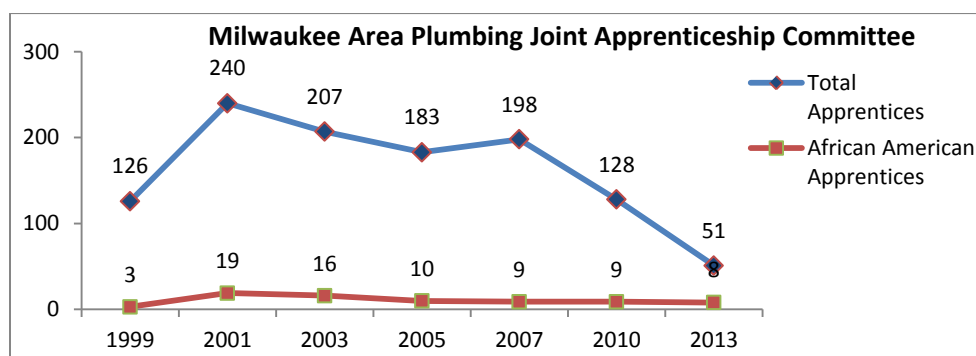
Employers with Painter and Decorator Apprentices (4/2013)	Black	Hispanic	White	Total
Building Service, Inc.			1	1
Color Tone Painting			1	1
Common Links Construction LLC	1			1
Creative Business Interiors, Inc.			2	2
Ed Weber Incorporated			1	1
Hess Sweitzer Inc.			2	2
Olympic Companies, Inc.			2	2
Postorino Decorating Inc.			1	1
Programmed Painting Service, Inc.	1	1	1	3
Sanchez Painting & Decorating Inc.		1	2	3
Service Painting Corporation			3	3
State Painting Company	1		1	2
Swanson & Youngdale			1	1
Thomas A. Mason Co., Inc.			1	1
Wall-Tech, Inc.	1	1		2
<b>TOTAL (includes 1 taper finisher)</b>	<b>4</b>	<b>3</b>	<b>19</b>	<b>26</b>

## Milwaukee Area Plumbing Joint Apprenticeship Committee

Minorities make up a third of the plumber apprentices – a higher diversity than in prior years. In April 2013 there were 8 African American apprentices, 8 Hispanics, and 1 Asian.

The total number of apprentices receiving training has dropped from 240 in June 2001 to 51 in April 2013.

Milwaukee Area Plumbing JAC	Total	African American	Hispanic	Native Amer	Asian/Pac Isl	White
2013, Apr	51	8	8	--	1	34
2010, Jan	128	9	5	1	--	113
2007, Sept	198	9	7	2	--	180
2005, Sept	183	10	9	1	--	163
2003, Mar	207	16	12	3	--	176
2001, Jun	240	19	10	7	1	203
1999, Sept	126	3	13	6	--	104
<b>Percent</b>						
2013, Apr	100%	16%	16%	--	2%	67%
2010, Jan	100%	7%	4%	1%	--	88%
2007, Sept	100%	5%	4%	1%	--	91%
2005, Sept	100%	6%	5%	1%	--	89%
2003, Mar	100%	8%	6%	1%	--	85%
2001, Jun	100%	8%	4%	3%	0%	85%
1999, Sept	100%	2%	10%	5%	--	83%



The most minority plumber apprentices were employed by Grunau Company (with 1 African American, 2 Hispanic, and 2 white apprentices) and J.F. Ahern (with 2 African Americans and 1 Hispanic). Other companies training minority plumber apprentices include Alpine Plumbing, Anchor Plumbing, Aztec Plumbing, H&H Solar Energy Services, Hero Plumbing, Illingworth Kilgust Mechanical, JM Brennan, Titan Plumbing/Just Service, and Total Mechanical.

### Employers of Plumber Apprentices (4/2013)

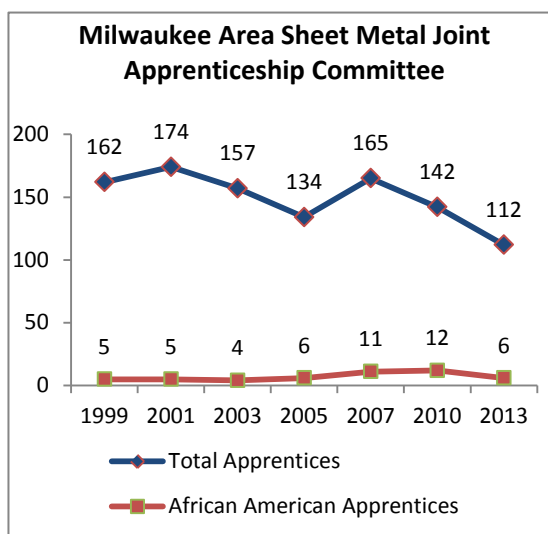
	Black	Hispanic	Asian	White	Total
Alpine Plumbing, Inc.			1	4	5
Anchor Plumbing Inc.		1			1
Andersen Plumbing, Inc.				1	1
Aztec Plumbing, LLC.		2			2
Belonger Corporation, Inc.				1	1
Best Price Plbg Co., Inc.				1	1
Bohmann & Vick, Inc.				1	1
Braden Plumbing, Inc.				1	1
Butters-Fetting Company				1	1
Carl's Plumbing Services, Inc.				1	1
Engeldinger Plumbing				1	1
Flat Rate Plumbing, Inc.				1	1
Grunau Company Inc.	1			2	5
H & H Solar Energy Services, Inc.		1			1
Hero Plumbing LLC	1			1	2
Hooper Corporation				1	1
Illingworth Kilgust Mechanical Inc	1				1
J. F. Ahern Company	2	1			3
JM Brennan	1	1		2	4
Joe DeBelak Plumbing & Heating Co				1	1
Krischan Plumbing, Inc.				1	1
Mid City Plumbing & Heating Inc.				1	1
Milwaukee Plumbing and Piping				2	2
Morris Plumbing LLC				1	1
Pieper Electric DBA Ideal Plumbing				1	1
Premier Plumbing, LLC				1	1
Rawson Plumbing & Piping, LLC				1	1
Titan Plumbing/Just Service	1			4	5
Total Mechanical, Inc.	1				1
William Zachow & Sons				1	1
Zachow, Wm & Sons Plbg.				1	1
<b>TOTAL</b>	<b>8</b>	<b>8</b>	<b>1</b>	<b>34</b>	<b>51</b>

## Milwaukee Area Sheet Metal Joint Apprenticeship Committee

Six African Americans were being trained as sheet metal worker and environmental systems technician apprentices in April 2013.

The total number of apprentices receiving training was 112 in 2013, down from 165 six years ago. 90% of the current apprentices are whites.

Milwaukee Area Sheet Metal JAC	Total	African American	Hispanic	Native Amer	Asian	White
2013, Apr	112	6	5	--	--	101
2010, Jan	142	12	5	1	--	124
2007, Sept	165	11	4	1	--	149
2005, Sept	134	6	5	1	--	122
2003, Mar	157	4	5	--	--	148
2001, Jun	174	5	4	--	--	165
1999, Sept	162	5	3	1	--	153
<b>Percent</b>						
2013, Apr	100%	5%	4%	--	--	90%
2010, Jan	100%	8%	4%	1%	--	87%
2007, Sept	100%	7%	2%	1%	--	90%
2005, Sept	100%	5%	4%	1%	--	91%
2003, Mar	100%	3%	3%	--	--	94%
2001, Jun	100%	3%	2%	--	--	95%
1999, Sept	100%	3%	2%	1%	--	94%



The most sheet metal apprentices were sponsored by Total Mechanical (with 8 whites and 1 Hispanic apprentice) and Butter-Fetting Company (with 7 whites and 1 African American apprentice). Six firms each had 1 African American apprentice, and 5 firms each had 1 Hispanic apprentice.

The apprenticeship totals include 80 sheet metal workers, 2 sheet metal workers (residential), and 30 environmental technicians.

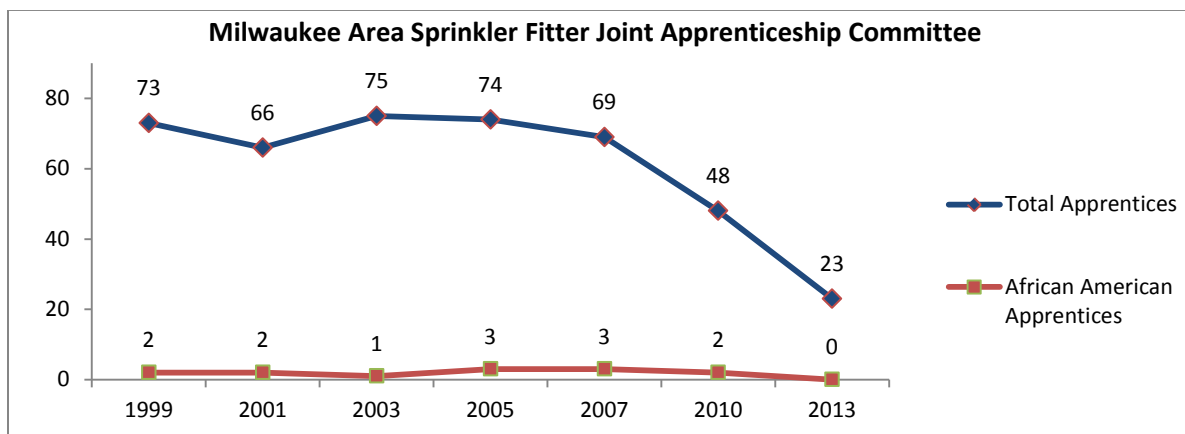
Employers of Sheet Metal Apprentices (4/2013)	Black	Hispanic	White	Total
Arteaga Construction Inc.		1		1
Belonger Corporation, Inc.			3	3
Bredan Mechanical Systems, Inc.	1		3	4
Brenner Corporation			1	1
Butters-Fetting Company		1	7	8
Construction Supply & Erection			1	1
Doral Corporation			2	2
Duwe Metal Products, Inc.			1	1
FJA Christiansen Roofing Co., Inc	1		2	3
General Heating & Air Conditioning	1		3	4
Grunau Company Inc.			1	1
Grunau Project Development			5	5
H & H Mechanical Contractors, Inc.			2	2
Ideal Plumbing & Heating			4	4
Illingworth Kilgust Mechanical Inc			3	3
J & H Heating, Inc.	1		3	4
J. F. Ahern Company			5	5
JM Brennan	1		5	6
Johnson Controls Inc. Pro-Tel Br.#10		1	1	2
Just Service Inc			4	4
Langer Roofing & Sheet Metal Inc.			1	1
Louis Hoffmann Co.	1			1
Mared Mechanical Contractors Corp			6	6
Mechanical Concepts, Inc.		1	1	2
Mechanical Incorporated - Waukesha			1	1
Nations Roof			1	1
Nations Roof North, LLC			2	2
[No employer name]			1	1
P L Freeman Co			1	1
Professional Systems Analysis (PSA)			2	2
Pure Mechanical LLC			3	3
Quality Heating & Sheet Metal, Inc.			3	3
Roberts Roofing & Siding, Inc.			1	1
Schranz Roofing			3	3
Sheet Metal Services			2	2
Sprung Heating, Sheet Metal & Pump			1	1
Total Mechanical, Inc.		1	8	9
Uzelac Industries LLC			1	1
Velcheck & Finger Roof Consulting			1	1
W. H. Jacklin Incorporated			2	2
Winding Roofing Company, Inc.			1	1
Zien Service Inc.			3	3
<b>TOTAL</b>	<b>6</b>	<b>5</b>	<b>101</b>	<b>112</b>

## Milwaukee Area Sprinkler Fitter Joint Apprenticeship Committee

The sprinkler fitter JAC had NO African Americans being trained in apprenticeship programs in the Milwaukee area as of April 2013. All 23 of the sprinklerfitter apprentices were white.

The total number of apprentices receiving training has dropped from 74 in September 2005 to 23 this year.

Milwaukee Area Sprinkler Fitter JAC	Total	African American	Hispanic	Native Amer	Asian/ Pac Isl	White
2013, Apr	23	--	--	--	--	23
2010, Jan	48	2	2	--	--	44
2007, Sept	69	3	3	--	2	61
2005, Sept	74	3	3	1	2	65
2003, Mar	75	1	1	2	1	70
2001, Jun	66	2	2	1	--	61
1999, Sept	73	2	4	--	--	67
<b>Percent</b>						
2013, Apr	100%	--	--	--	--	100%
2010, Jan	100%	4%	4%	--	--	92%
2007, Sept	100%	4%	4%	--	3%	88%
2005, Sept	100%	4%	4%	1%	3%	88%
2003, Mar	100%	1%	1%	3%	1%	93%
2001, Jun	100%	3%	3%	2%	--	92%
1999, Sept	100%	3%	6%	--	--	92%



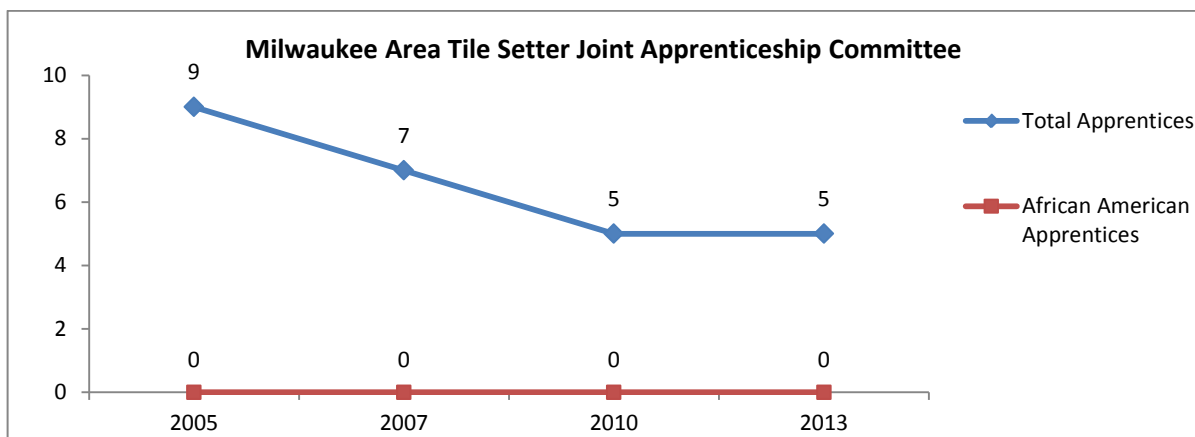
Design Build Fire Protection had 5 sprinklerfitter apprentices (all whites), Grunau Project Development had 4 (all whites), and Simplex Grinnell-MKE had 4 (all whites).

Employers of Sprinklerfitter Apprentices (4/2013)	White	Total
Blair Fire Protection	1	1
Design Build Fire Protection	5	5
Grunau Project Development	4	4
J. F. Ahern Company	2	2
[No Employer Name]	3	3
SimplexGrinnell - MKE	4	4
Total Mechanical, Inc.	1	1
United States Fire Protection, Inc.	3	3
<b>TOTAL</b>	<b>23</b>	<b>23</b>

## Milwaukee Area Tile Setter Joint Apprenticeship Committee

All five of the tile setter apprentices are white. No minorities were trained in this field in any of the periods reviewed.

Year	Total	African American	Hispanic	Native American	Asian	White
2013, Apr	5	--	--	--	--	5
2010, Jan	5	--	--	--	--	5
2007, Sept	7	--	--	--	--	7
2005, Sept	9	--	--	--	--	9
<b>Percent</b>						
2013, Apr	100%	--	--	--	--	100%
2010, Jan	100%	--	--	--	--	100%
2007, Sept	100%	--	--	--	--	100%
2005, Sept	100%	--	--	--	--	100%



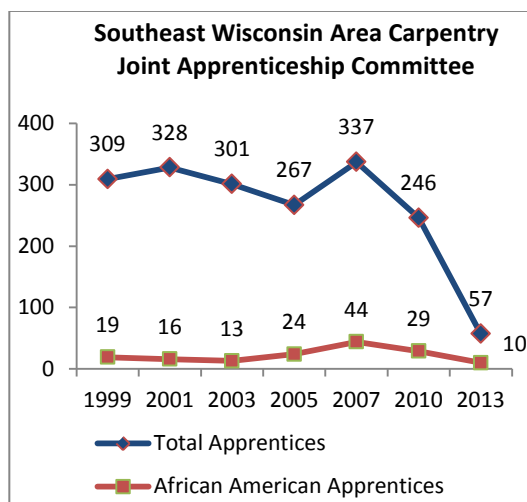
Employers of Tile Setter Apprentices (4/2013)	White	Total
Hetzel Tile & Marble	3	3
Marbella Flooring	1	1
Suhr Tile Company LLC	1	1
<b>TOTAL</b>	<b>5</b>	<b>5</b>

## Southeast Wisconsin Area Carpentry Joint Apprenticeship Committee

Ten African Americans are being trained as carpenters in union apprenticeship programs in the Milwaukee area as of April 2013.

The total number of apprentices receiving training has dropped precipitously from 337 in September 2007 to 57 this year.

Year	Total	African American	Hispanic	Native American	Asian/Pac.Isl.	White
2013, Apr	57	10	3	--	--	44
2010, Jan	246	29	18	--	2	197
2007, Sept	337	44	29	2	--	262
2005, Sept	267	24	16	3	--	224
2003, Mar	301	13	11	4	--	273
2001, Jun	328	16	15	4	2	291
1999, Sept	309	19	15	5	2	268
Percent						
2013, Apr	100%	18%	5%	--	--	77%
2010, Jan	100%	12%	7%	--	1%	80%
2007, Sept	100%	13%	9%	1%	--	78%
2005, Sept	100%	9%	6%	1%	--	84%
2003, Mar	100%	4%	4%	1%	--	91%
2001, Jun	100%	5%	5%	1%	1%	89%
1999, Sept	100%	6%	5%	2%	1%	87%



Apprentices in April 2013 included 37 construction carpenters, 12 millwrights, 4 floor coverer carpenters, 2 interior systems carpenters, 1 pile driver, and 1 cabinet maker.

C G. Schmidt had 3 African American carpenter apprentices and 7 other firms each had one. Three firms each had a Latino apprentice.

Employers with Carpenter Apprentices	Black	Hispanic	White	Total
Abco Building Corporation			1	1
Appleton Lathing Corp			1	1
Atlantic Plant Maintenance			1	1
Bane-Nelson, Inc.			1	1
Building Service, Inc.			2	2
C. G. Schmidt, Inc	3			3
Cathedral Builders, Inc.			1	1
Central Ceiling Sys Inc			1	1
Common Links Construction LLC	1	1		2
Creative Business Interiors, Inc.			2	2
Doral Corporation			4	4
H J Martin & Son Inc			1	1
Hennes Services Inc.			1	1
Hetzel-Sanfilippo, Inc.			2	2
Hunzinger Construction Co.			1	1
Interior Installation Services Inc	1			1
JCP Construction LLC	1		1	2
JW Flooring Inc			1	1
Magill Construction Co., Inc.			1	1
Marshall Erecting, Inc.			2	2
Olympic Companies, Inc.			2	2
Price Erecting Inc.			2	2
PW Walsh & Company			1	1
Ricchio, Inc.	1			1
Rossi Construction Co., Inc.			1	1
Scherrer Construction Co., Inc.			1	1
Schleis Floor Covering, Inc (GB)			1	1
Solid Platforms, Inc.	1		1	2
Thomas A. Mason Co., Inc.	1	1		2
Triad Construction, Inc.			1	1
Vista Design & Construction, LLC			1	1
VJS Construction Services	1		4	5
Wall-Tech, Inc.			1	1
Wellenstein & Sons, Inc.		1	3	4
Zenith Tech, Inc.			1	1
<b>TOTAL</b>	<b>10</b>	<b>3</b>	<b>44</b>	<b>57</b>

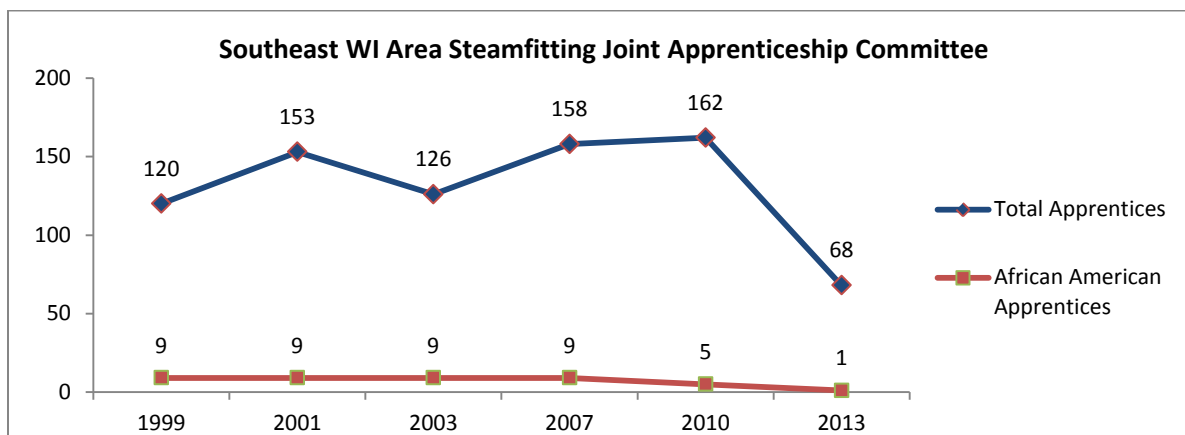


## Southeast Wisconsin Area Steamfitting Joint Apprenticeship Committee

Only one African American is being trained as a steamfitter apprentice in the Milwaukee area as of April 2013.

The total number of apprentices receiving training has dropped from 162 in January 2010 to 68 this year.

Year	Total	African American	Hispanic	Native American	Asian/Pac.Isl.	White
2013, Apr	68	1	2	--	1	64
2010, Jan	162	5	4	1	1	151
2007, Sept	158	9	6	2	--	141
2005	[data not made available]					
2003, Mar	126	9	3	4	1	109
2001, Jun	153	9	3	4	1	136
1999, Sept	120	9	2	2	2	105
<b>Percent</b>						
2013, Apr	100%	1%	3%	--	--	94%
2010, Jan	100%	3%	2%	1%	1%	93%
2007, Sept	100%	6%	4%	1%	--	89%
2005	[data not made available]					
2003, Mar	100%	7%	2%	3%	1%	87%
2001, Jun	100%	6%	2%	3%	1%	89%
1999, Sept	100%	7%	2%	2%	2%	87%



Arteaga Construction had the only African American steamfitter apprentice in April 2013. Dillett Mechanical Service and JM Brennan each had 1 Hispanic apprentice, and Illingworth Kilgust Mechanical had 1 Asian apprentice.

The most steamfitter apprentices were sponsored by JM Brennan (with 1 Hispanic and 15 white apprentices), Grunau Company (with 8 white apprentices and no minorities), and Butters-Fetting Company (with 6 white apprentices and no minorities).

Apprentices included 44 steamfitters and 24 steamfitters (service and refrigeration).

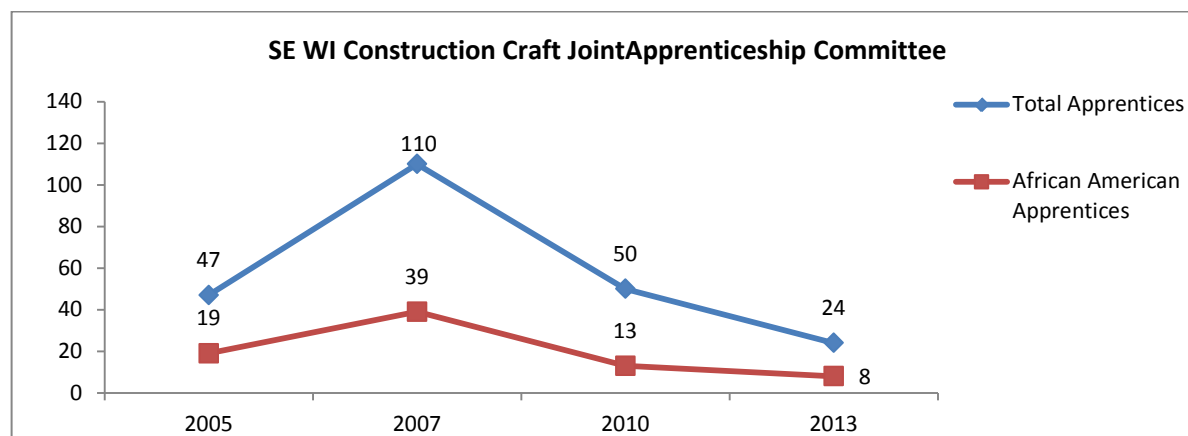
### Employers with Steamfitter Apprentices (4/2013)

	Black	Hispanic	Asian	White	Total
A/C Service Inc				1	1
Advantage Refrigeration LLC				1	1
Air Temperature Services Inc.				1	1
AJ Pyramid Mechanical Inc				1	1
Arteaga Construction Inc.	1				1
Belonger Corporation, Inc.				2	2
Brenner Corporation				1	1
Butters-Fetting Company				6	6
Day & Zimmerman				1	1
Dillett Mechanical Service Inc.		1		1	2
General Heating & Air Conditioning				2	2
Grunau Company Inc.				8	8
H & H Industries, Inc.				1	1
Illingworth Kilgust Mechanical Inc			1	2	3
J. F. Ahern Company				2	2
Jamar Company				2	2
JM Brennan		1		15	16
Johnson Controls Inc. Pro-Tel Br.#10				2	2
Kuhlman Inc.				4	4
Mechanical Incorporated - Waukesha				1	1
Oscar J. Boldt Construction Co				1	1
Summit Refrigeration Group				2	2
Total Mechanical, Inc.				6	6
Washington Group				1	1
<b>TOTAL</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>64</b>	<b>68</b>

## Southeast Wisconsin Construction Craft Laborers Joint Apprenticeship Committee

The total number of apprentices receiving training has dropped from 110 in 2007 to 24 this year. Only 8 African Americans are being trained as union construction craft laborers in the Milwaukee area as of April 2013, down from 39 in September 2007. Notably, a third of the April 2013 apprentices are African Americans and 62% are minorities.

Year	Total	African American	Hispanic	Native American	Asian/Pac.Isl.	White
2013, Apr	24	8	7	--	--	9
2010, Jan	50	13	10	--	--	27
2007, Sept	110	39	14	4	1	52
2005, Sept	47	19	4	--	1	23
Percent						
2013, Apr	100%	33%	29%	--	--	38%
2010, Jan	100%	26%	20%	--	--	54%
2007, Sept	100%	36%	13%	4%	1%	47%
2005, Sept	100%	40%	9%	--	2%	49%



Payne and Dolan had 2 African American construction craft apprentices and 6 companies each had 1.

Concrete & Masonry Restoration and Zenith Tech each had 2 Hispanic construction craft apprentices and 3 companies each had 1.

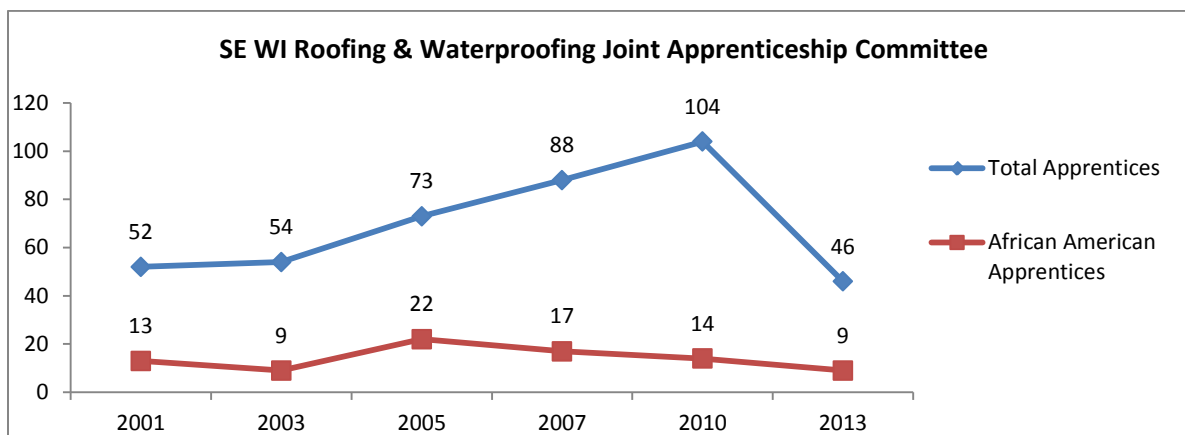
Employers of Construction Craft Apprentices (4/2013)	Black	Hispanic	White	Total
American Sewer Service			1	1
Badger Lighting and Signs, Inc.			1	1
Benavides Construction, Inc.	1			1
Concrete & Masonry Restoration CMR		2		2
Edgerton Contractors Inc			1	1
J & A Pohl Inc.	1			1
JCP Construction LLC	1			1
Johnson Western Unite Co			1	1
Mainline Sewer & Water Inc.		1		1
Metro Snow Patrol LLC			1	1
Payne & Dolan Inc.	2	1		3
R J Underground, Inc.			1	1
Rawson Contractors Incorporated		1		1
Standard Sidewalk, Inc.	1			1
Stark Asphalt (Northwest Asphalt)			1	1
State Contractors, Inc.			1	1
Underground Pipeline Inc.	1			1
Zenith Tech, Inc.	1	2	1	4
<b>TOTAL</b>	<b>8</b>	<b>7</b>	<b>9</b>	<b>24</b>

## Southeast Wisconsin Roofing and Waterproofing Joint Apprenticeship Committee

The total number of apprentices receiving training dropped in half from 104 in Jan. 2010 to 46 this year.

Nine African Americans were being trained as roofers and water proofers in union apprentices in the Milwaukee area as of April 2013, down from 22 in 2005.

Year	Total	African American	Hispanic	Native American	Asian	White
2013, Apr	46	9	6	--	--	31
2010, Jan	104	14	20	1	--	69
2007, Sept	88	17	19	1	--	51
2005, Sept	73	22	11	1	--	39
2003, Mar	54	9	12	--	--	33
2001, Jun	52	13	8	--	--	31
Percent						
2013, Apr	100%	20%	13%	--	--	67%
2010, Jan	100%	14%	19%	1%	--	66%
2007, Sept	100%	19%	22%	1%	--	58%
2005, Sept	100%	30%	15%	1%	--	53%
2003, Mar	100%	17%	22%	--	--	61%
2001, Jun	100%	25%	15%	--	--	60%



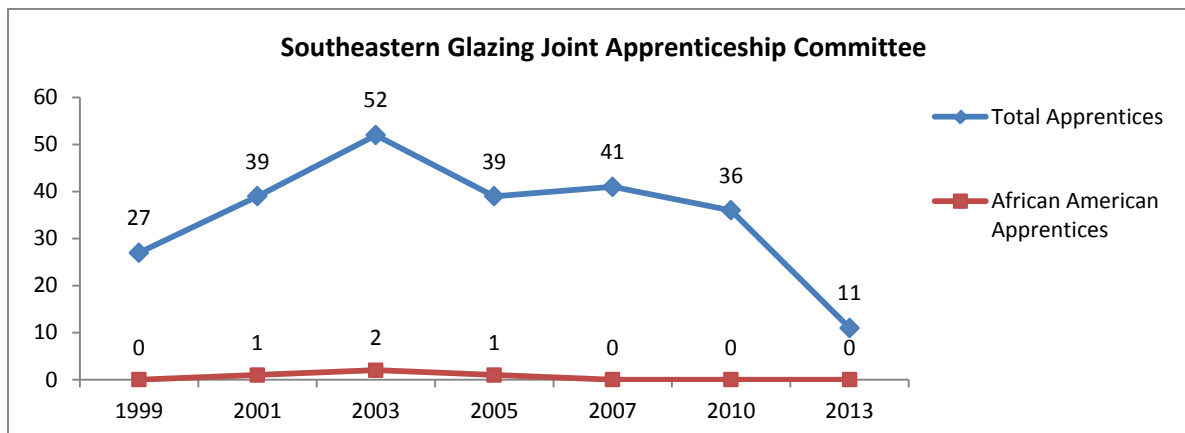
The most African American roofer and waterproofer apprentices worked for P L Freeman (N=4). Langer Roofing & Sheet Metal is training 1 black apprentice, 3 Hispanics and 5 whites. SRS Roofing & Sheet Metal is training 2 black apprentices, 1 Hispanic and 6 whites.

Employers of Roofers and Waterproofer Apprentices (4/2013)	Black	Hispanic	White	Total
Carlson Racine Roofing Inc	1		7	8
Cudahy Roofing & Supply, Inc.	1		3	4
Langer Roofing & Sheet Metal Inc.	1	3	5	9
M. M. Schranz Roofing, Inc.		1	5	6
Millen Roofing Co.			2	2
P L Freeman Co	4			4
SRS Roofing & Sheet Metal Inc	2	1	6	9
Standard Roofing Co., Inc.		1	1	2
Winding Roofing Company, Inc.			2	2
<b>TOTAL</b>	<b>9</b>	<b>6</b>	<b>31</b>	<b>46</b>

## Southeastern Glazing Joint Apprenticeship Committee

No minorities are being trained as glazers in union apprenticeships as of April 2013. The total number of apprentices receiving training dropped from 52 in March 2003 to 11 this year.

Year	Total	African American	Hispanic	Native American	Asian	White
2013, Apr	11	--	--	--	--	11
2010, Jan	36	--	1	--	--	35
2007, Sept	41	--	1	2	--	38
2005, Sept	39	1	2	1	--	35
2003, Mar	52	2	2	2	--	46
2001, Jun	39	1	2	2	--	34
1999, Sept	27	--	1	3	--	23
<b>Percent</b>						
2013, Apr	100%	--	--	--	--	100%
2010, Jan	100%	--	3%	--	--	97%
2007, Sept	100%	--	2%	5%	--	93%
2005, Sept	100%	3%	5%	3%	--	90%
2003, Mar	100%	4%	4%	4%	--	89%
2001, Jun	100%	3%	5%	5%	--	87%
1999, Sept	100%	--	4%	11%	--	85%

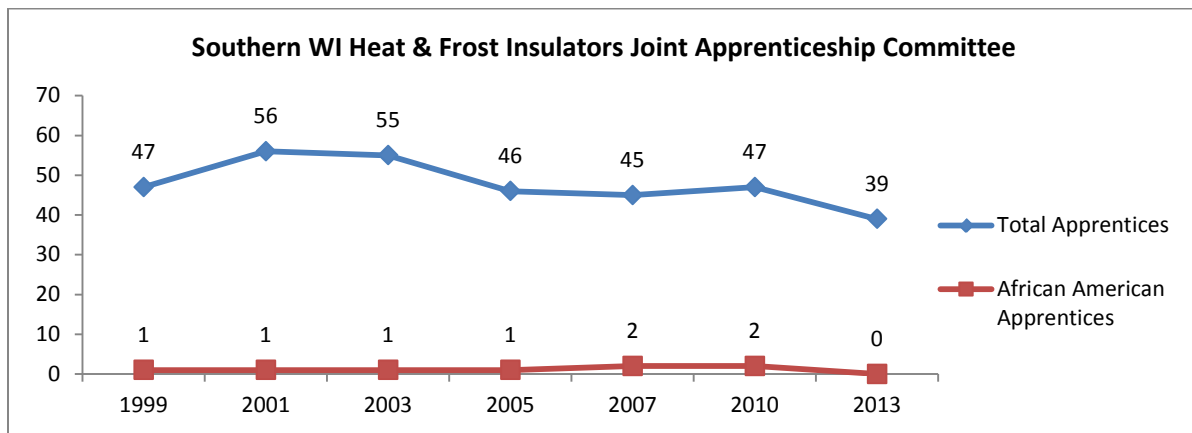


Employers of Glazer Apprentices (4/2013)	White	Total
B & D Contractors, Inc.	3	3
Interior Installation Services Inc	1	1
Milwaukee Plate Glass Company	2	2
Omni Glass And Paint, Inc.	5	5
<b>TOTAL</b>	<b>11</b>	<b>11</b>

## Southern WI Heat & Frost Insulators Joint Apprenticeship Committee

The Southern WI Heat & Frost Insulators Joint Apprenticeship Committee sponsored 39 apprentices in 12 companies as of July 2013. None of the current apprentices are African American; 4 are Latinos.

Year	Total	African American	Hispanic	Native American	Asian	White
2013, July	39	--	4	--	--	35
2010, Jan	47	2	2	--	--	43
2007, Sept	45	2	1	--	--	42
2005, Sept	46	1	--	1	--	44
2003, Mar	55	1	--	1	--	53
2001, Jun	56	1	1	--	--	54
1999	47	1	1	--	--	45
<b>Percent</b>						
2013, July	100%	--	10%	--	--	90%
2010, Jan	100%	4%	4%	--	--	92%
2007, Sept	100%	4%	2%	--	--	93%
2005, Sept	100%	2%	--	2%	--	96%
2003, Mar	100%	2%	--	2%	--	96%
2001, Jun	100%	2%	2%	--	--	96%
1999, Sept	100%	2%	2%	--	--	96%



The largest number of apprentices was with Insulation Industries, and all 16 of these apprentices were whites.

As of July 2013 four companies had Hispanic insulator apprentices (Brand Insulation, D & G Insulation, Express Insulation, and L & S Insulation). No companies had African American insulator apprentices.

Employers with Heat and Frost Apprentices (7/2013)	Hispanic	White	Total
API Construction Company		2	2
Brand Insulation	1	1	2
D & G Insulation Inc	1	2	3
Elite Insulation LLC		1	1
Express Insulation, Inc.	1	3	4
Fibre-Fab of La Crosse Inc		1	1
Insulation Industries, Inc.		16	16
L & S Insulation, Inc	1	4	5
Midwest Thermal Services Inc		2	2
New Tech of Wisconsin		1	1
Sprinkmann Sons Corp		1	1
Tebs Insulation		1	1
<b>TOTAL</b>	<b>4</b>	<b>35</b>	<b>39</b>

## Summary of Apprentices by Company

The table below summarizes the apprenticeships sponsored by fifteen joint apprenticeship committees operating in the Milwaukee area, as of April 2013 (and July 2013 for the Heat & Frost Insulators JAC). The data were provided by the Wisconsin Department of Workforce Development Bureau of Apprenticeship.

Employer	Total	Black	Hispanic	Asian	White	Trade
A & A Erecting Co., Inc.	1		1			Iron Worker
A/C Service Inc	1				1	Steamfitter (Service/Refrigeration)
Abco Building Corporation	1				1	Carpenter (Construction)
Advantage Refrigeration LLC	1				1	Steamfitter
AGM Erecting, LLC	1				1	Iron Worker
Air Temperature Services Inc.	1				1	Steamfitter (Service/Refrigeration)
AJ Pryamid Mechanical Inc	1				1	Steamfitter (Service/Refrigeration)
Alpine Plumbing, Inc.	5			1	4	Plumber
American Sewer Service	1				1	Construction Craft Laborer
Anchor Plumbing Inc.	1		1			Plumber
Andersen Plumbing, Inc.	1				1	Plumber
API Construction Company	2				2	Insulation Worker (Heat & Frost)
Appleton Lathing Corp	1				1	Carpenter (Construction)
Area Erectors, Inc.	2		1		1	Iron Worker
Arteaga Construction Inc.	2	1	1			Sheet Metal Worker, Steamfitter (Service/Refrigeration)
Atlantic Plant Maintenance	1				1	Carpenter (Millwright)
Aztec Plumbing, LLC.	2		2			Plumber
B & D Contractors, Inc.	3				3	Glazier
Badger Lighting and Signs, Inc.	1				1	Construction Craft Laborer
Bane-Nelson, Inc.	1				1	Carpenter (Millwright)
Bechtel Construction Company	3	1			2	Iron Worker
Belonger Corporation, Inc.	6				6	Environmental Systems Technician, Plumber, 2 Sheet Metal Workers, 2 Steamfitters
Benavides Construction, Inc.	1	1				Construction Craft Laborer
Best Price Plbg Co., Inc.	1				1	Plumber
Big Horn Erecting & Reinforcing	1				1	Iron Worker
Blair Fire Protection	1				1	Sprinklerfitter
Bohmann & Vick, Inc.	1				1	Plumber
Braden Plumbing, Inc.	1				1	Plumber
Brand Insulation	2		1		1	Insulation Worker (Heat & Frost)
Bredan Mechanical Systems, Inc.	4	1			3	3 Environmental Systems Technicians, 1 Sheet Metal Worker
Brenner Corporation	2				2	Sheet Metal Worker, Steamfitter
Building Service, Inc.	3				3	2 Carpenters (Construction), 1 Painter and Decorator
Butters-Fetting Company	15		1		14	8 Sheet Metal Workers, 6 Steamfitters, 1 Plumber
C. D. Smith Construction Co*	2*				2	Iron Worker
C. G. Schmidt, Inc	3	3				Carpenter (Construction)
C. R. Meyer & Sons Co	1				1	Iron Worker
Capitol Steel Erectors Inc	1		1			Iron Worker
Carl's Plumbing Services, Inc.	1				1	Plumber
Carlson Racine Roofing Inc	8	1			7	Roofer and Waterproofing
Cathedral Builders, Inc.	1				1	Carpenter (Cabinet Maker)
Central Ceiling Sys Inc	1				1	Carpenter (Construction)
Childstrom Erecting Co.	2				2	Iron Worker
Choice Construction Companies Inc*	3*		1		2	Iron Worker

Employer	Total	Black	Hispanic	Asian	White	Trade
Color Tone Painting	1				1	Painter And Decorator
Common Links Construction LLC	3	2	1			2 Carpenters (Construction), 1 Painter and Decorator
Concrete & Masonry Restoration	2		2			Construction Craft Laborer
Construction Supply & Erection	2				2	Iron Worker, Sheet Metal Worker
Craf-Tron Electric Inc.	1				1	Construction Electrician
Creative Business Interiors, Inc.	4				4	2 Carpenters (Construction), 2 Painters and Decorators
Cudahy Roofing & Supply, Inc.	4	1			3	Roofer and Waterproofing
D & G Insulation Inc	3		1		2	Insulation Worker (Heat & Frost)
Dairyland Electric	2	1			1	Construction Electrician
Dave's Electric, Inc	1				1	Construction Electrician
Day & Zimmerman	1				1	Steamfitter
Design Build Fire Protection	5				5	Sprinklerfitter
Dillett Mechanical Service Inc.	3		1		2	1 Construction Electrician, 2 Steamfitters (Service/Refrigeration)
Dnesco Electrical Contr.	3				3	Construction Electrician
Doral Corporation	14				14	4 Carpenters (Millwright), 8 Iron Workers, 2 Sheet Metal Workers
Duwe Metal Products, Inc.	1				1	Sheet Metal Worker
Ed Weber Incorporated	1				1	Painter And Decorator
Edgerton Contractors Inc*	1*				1	Construction Craft Laborer
Elastizell of Wisconsin Inc.	1		1			Cement Mason
Elite Insulation LLC	1				1	Insulation Worker (Heat & Frost)
Engeldinger Plumbing	1				1	Plumber
Express Insulation, Inc.	4		1		3	Insulation Worker (Heat & Frost)
Fibre-Fab of La Crosse Inc	1				1	Insulation Worker (Heat & Frost)
FJA Christiansen Roofing Co., Inc	3	1			2	Sheet Metal Worker
Flat Rate Plumbing, Inc.	1				1	Plumber
General Heating & Air Conditioning	6	1			5	4 Sheet Metal Workers, 2 Steamfitters
Graycor Industrial Constructors, Inc	2				2	Iron Worker
Grunau Company Inc.	14	1	2		11	5 Plumbers, 1 Sheet Metal Worker, 8 Steamfitters
Grunau Project Development	9				9	5 Sheet Metal Workers, 4 Sprinklerfitters
H & H Industries, Inc.	1				1	Steamfitter
H & H Mechanical Contractors, Inc.	2				2	Sheet Metal Worker
H & H Solar Energy Services, Inc.	1		1			Plumber
H J Martin & Son Inc	1				1	Carpenter (Construction)
Hennes Services Inc.	1				1	Carpenter (Millwright)
Hero Plumbing LLC	2	1			1	Plumber
Hess Sweitzer Inc.	2				2	Painter And Decorator
Hetzel Tile & Marble	3				3	Tile Setter
Hetzel-Sanfilippo, Inc.	2				2	Carpenter (Construction)
Hooper Corporation	1				1	Plumber
Hunzinger Construction Co.	1				1	Carpenter (Construction)
Hurt Electric, Inc	6	2	1	1	2	Construction Electrician
Ideal Plumbing & Heating	4				4	3 Environmental Systems Technicians, 1 Sheet Metal Worker
Illingworth Kilgust Mechanical Inc	7	1		1	5	2 Environmental Systems Technicians, 1 Plumber, 1 Sheet Metal Worker, 3 Steamfitters
Insulation Industries, Inc.	16				16	Insulation Worker (Heat & Frost)
Interior Installation Services Inc	2	1			1	1 Carpenter (Construction), 1 Glazier
International Erectors, Inc.	1		1			Iron Worker
Interstate Erecting, Inc.	2				2	Iron Worker
J & A Pohl Inc.	3	1			2	2 Cement Masons (Heavy Highway), 1 Construction Craft Laborer

Employer	Total	Black	Hispanic	Asian	White	Trade
J & H Heating, Inc.	4	1			3	Sheet Metal Worker
J. F. Ahern Company	12	2	1		9	1 Environmental Systems Technician, 3 Plumbers, 4 Sheet Metal Workers, 2 Sprinklerfitters, 2 Steamfitters
J. H. Findorff & Son - Milwaukee	1				1	Iron Worker
Jamar Company	2				2	Steamfitter
JCP Construction LLC	3	2			1	2 Carpenters (Construction), 1 Construction Craft Laborer
JM Brennan	26	2	2		22	4 Plumbers, 6 Sheet Metal Workers, 16 Steamfitters
Joe DeBelak Plumbing & Heating	1				1	Plumber
Johnson Controls Inc.Pro-Tel Br.#10	4		1		3	2 Sheet Metal Workers, 2 Steamfitters
Johnson Western Gunitite Co	1				1	Construction Craft Laborer
Just Service Inc	4				4	2 Environmental Systems Technicians, 2 Sheet Metal Workers
JW Flooring Inc	1				1	Carpenter (Floor Coverer)
Kish & Sons Electric Co.	1	1				Construction Electrician
KMI Construction LLC	1		1			Bricklayer
Krischan Plumbing, Inc.	1				1	Plumber
Kuhlman Inc.	4				4	1 Steamfitter, 3 Steamfitters (Service/Refrigeration)
L & S Insulation, Inc	5		1		4	Insulation Worker (Heat & Frost)
Langer Roofing & Sheet Metal Inc.	10	1	3		6	9 Roofers and Waterproofers, 1 Sheet Metal Worker
Lemberg Electric Co. Inc.	9	1			8	Construction Electrician
Lloyd Hamm Masonry LLC	1				1	Bricklayer
Louis Hoffmann Co.	1	1				Sheet Metal Worker
M. M. Schranz Roofing, Inc.	6		1		5	Roofer and Waterproofing
Magill Construction Co., Inc.	1				1	Carpenter (Construction)
Mainline Sewer & Water Inc.	1		1			Construction Craft Laborer
Mann Brothers Inc.	1				1	Cement Mason (Heavy Highway)
Marbella Flooring	1				1	Tile Setter
Mared Mechanical Contractors Corp	6				6	3 Environmental Systems Technicians, 3 Sheet Metal Workers
Marshall Erecting, Inc.	3				3	2 Carpenters (Millwright), 1 Iron Worker
Mechanical Concepts, Inc.	2		1		1	Environmental Systems Technician
Mechanical Incorp - Waukesha	2				2	Sheet Metal Worker, Steamfitter
Metro Snow Patrol LLC	1				1	Construction Craft Laborer
Mid City Plumbing & Heating Inc.	1				1	Plumber
Midwest Thermal Services Inc	2				2	Insulation Worker (Heat & Frost)
Millen Roofing Co.	2				2	Roofer and Waterproofing
Miller Electric Company	2	1			1	Construction Electrician
Milwaukee Plate Glass Company	2				2	Glazier
Milwaukee Plumbing and Piping	2				2	Plumber
Miron Construction Company Inc*	4*				4	2 Bricklayers, 2 Iron Workers
Morris Plumbing LLC	1				1	Plumber
Nations Roof	1				1	Sheet Metal Worker
Nations Roof North, LLC	2				2	Sheet Metal Worker
Nelco Electric Inc.	3			1	2	Construction Electrician
New Tech of Wisconsin	1				1	Insulation Worker (Heat & Frost)
[No employer name]	4				4	1 Sheet Metal Worker, 3 Sprinklerfitters
Northwest Asphalt Products Inc.	2				2	Cement Mason (Heavy Highway)
Olympic Companies, Inc.	4				4	1 Carpenter (Construction), 1 Carpenter (Interior Systems), 1 Painter and Decorator, 1 Taper-Finisher



Employer	Total	Black	Hispanic	Asian	White	Trade
Omni Glass And Paint, Inc.	5				5	Glazier
Oscar J. Boldt Construction Co*	3*				3	2 Iron Workers, 1 Steamfitter
P L Freeman Co	5	4			1	1 Environmental Systems Technician, 4 Roofers and Waterproofers
Payne & Dolan Inc.*	3*	2	1			Construction Craft Laborer
Pieper Electric DBA Ideal Plumbing	1				1	Plumber
Pieper Electric Inc. - Milwaukee	20	4	1		15	Construction Electrician
Postorino Decorating Inc.	1				1	Painter And Decorator
Preferred Electric	2				2	Construction Electrician
Premier Plumbing, LLC	1				1	Plumber
Price Erecting Inc.	3				3	2 Carpenters (Millwright), 1 Iron Worker
Professional Systems Analysis -PSA	2				2	Environmental Systems Technician
Programmed Painting Service, Inc.	3	1	1		1	Painter And Decorator
Pukall Co. Inc.	1		1			Bricklayer
Pure Mechanical LLC	3				3	2 Environmental Systems Technicians, 1 Sheet Metal Worker
PW Walsh & Company	1				1	Carpenter (Millwright)
Quality Heating & Sheet Metal, Inc.	3				3	1 Sheet Metal Worker, 2 Sheet Metal Workers (Residential)
Quickfab Welding and Erecting LLC	2				2	Iron Worker
R J Underground, Inc.	1				1	Construction Craft Laborer
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 (MKE)	1		1			Iron Worker
Ricchio, Inc.	1	1				Carpenter (Construction)
Roberts Roofing & Siding, Inc.	1				1	Sheet Metal Worker
Roman Electric Co., Inc.	9	2			7	8 Construction Electricians, 1 Residential Wirer
Rossi Construction Co., Inc.	1				1	Carpenter (Construction)
S P E, Inc (SPE)	7			1	6	Iron Worker
Sanchez Painting & Decorating Inc.	3		1		2	Painter And Decorator
Scherrer Construction Co., Inc.	1				1	Carpenter (Construction)
Schleis Floor Covering, Inc (GB)	1				1	Carpenter (Floor Coverer)
Schranz Roofing	3				3	Sheet Metal Worker
Service Painting Corporation	3				3	Painter And Decorator
Sheet Metal Services	2				2	Sheet Metal Worker
Sid's Sealants	1	1				Bricklayer
SimplexGrinnell - MKE	4				4	Sprinklerfitter
Solid Platforms, Inc.	2	1			1	Carpenter (Construction)
Sprinkmann Sons Corp	1				1	Insulation Worker (Heat & Frost)
Sprung Heating, Sheet Metal & Pump	1				1	Environmental Systems Technician
SRS Roofing & Sheet Metal Inc	9	2	1		6	Roofer and Waterproofor
Staff Electric Co., Inc.	19				19	Construction Electrician
Standard Roofing Co., Inc.	2		1		1	Roofer and Waterproofor
Standard Sidewalk, Inc.*	1*	1				Construction Craft Laborer
Stark Asphalt (Northwest Asphalt)*	1*				1	Construction Craft Laborer
State Contractors, Inc.*	1*				1	Construction Craft Laborer
State Painting Company	2	1			1	Painter And Decorator
Stoiber Electric Co., Inc.	1		1			Construction Electrician
Suhr Tile Company LLC	1				1	Tile Setter
Summit Refrigeration Group	2				2	Steamfitter (Service/Refrigeration)
Swanson & Youngdale	1				1	Painter And Decorator
T V John & Son, Inc.	2	2				Bricklayer, Cement Mason
Tebs Insulation	1				1	Insulation Worker (Heat & Frost)

<b>Employer</b>	<b>Total</b>	<b>Black</b>	<b>Hispanic</b>	<b>Asian</b>	<b>White</b>	<b>Trade</b>
Terminal-Andrae, Inc.	6		1		5	Construction Electrician
Thomas A. Mason Co., Inc.	3	1	1		1	2 Carpenters (Floor Coverer), 1 Painter and Decorator
Titan Plumbing/Just Service	5	1			4	Plumber
TnT Rebar, LLC	1				1	Iron Worker
Total Mechanical, Inc.	18	1	1		16	1 Construction Electrician, 4 Environmental Systems Technicians, 1 Plumber, 5 Sheet Metal Workers, 1 Sprinklerfitter, 6 Steamfitters
Triad Construction, Inc.	1				1	Carpenter (Construction)
Uihlein Electric Company Inc.	6		1	2	3	Construction Electrician
Underground Pipeline Inc.	1	1				Construction Craft Laborer
United States Fire Protection, Inc.	3				3	Sprinklerfitter
Uzelac Industries LLC	1				1	Sheet Metal Worker
V. M. I. Iron City Erectors	2				2	Iron Worker
Van Den Heuvel Electric Inc	1				1	Construction Electrician
Van Ert Electric Company, Inc	1	1				Construction Electrician
Velcheck & Finger Roof Consulting	1				1	Sheet Metal Worker
Venture Elect. Contr. Inc.	11	1	1		9	Construction Electrician
Vista Design & Construction, LLC	1				1	Carpenter (Construction)
VJS Construction Services	5	1			4	3 Carpenters (Construction), 1 Carpenter (Interior Systems)
W. H. Jacklin Incorporated	2				2	Environmental Systems Technician, Sheet Metal Worker
Wall-Tech, Inc.	3	1	1		1	1 Carpenter (Construction), 2 Painters and Decorators
Walsh Masonry, Inc.	1	1				Bricklayer
Washington Group	1				1	Steamfitter
Wellenstein & Sons, Inc.	4		1		3	Carpenter (Construction)
William Zachow & Sons	1				1	Plumber
Wil-Surge Electric, Inc.	1			1		Construction Electrician
Winding Roofing Company, Inc.	3				3	2 Roofers and Waterproofers, 1 Sheet Metal Worker
Wisconsin Rebar	6				6	Iron Worker
Woods Electric LLC	1				1	Construction Electrician
Zachow, Wm & Sons Plbg.	1				1	Plumber
Zenith Tech, Inc.*	5*	1	2		2	1 Carpenter (Pile Driver), 4 Construction Craft Laborers
Zien Service Inc.	3				3	2 Environmental Systems Technicians, 1 Sheet Metal Worker
<b>TOTAL</b>	<b>643</b>	<b>65</b>	<b>53</b>	<b>8</b>	<b>517</b>	

\*Starred companies also have operating engineer apprentices through the statewide Wisconsin Operating Engineers Joint Apprenticeship Committee. See pp. ??.

## Females in Milwaukee Area Union Apprenticeships

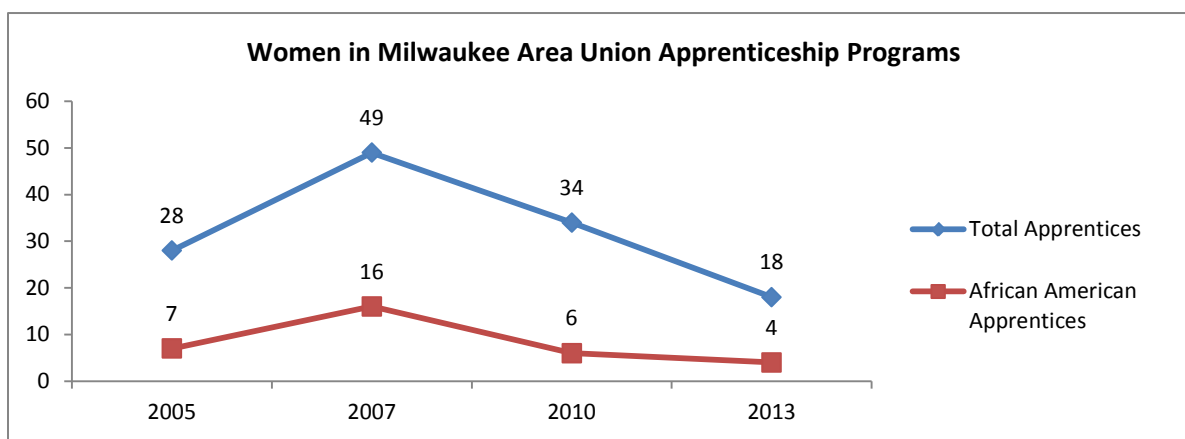
Females are underrepresented in all of the trades.

Only 6 minority and 12 white women were training in construction trade apprentices sponsored by union JACs in the Milwaukee area in April 2013, down from 49 in September 2007.

Year	Total	African American	Hispanic	Native American	Asian	White
2013, Apr	18	4	1	--	1	12
2010, Jan	34	6	1	1	--	26
2007, Sept	49	16	2	1	--	30
2005, Sept	28	7	1	--	--	20

2013, Apr	4 iron workers, 3 construction electricians, 3 plumbers, 2 construction carpenters, 2 painters and decorators, 1 cement mason, 1 construction craft laborer, 1 insulation worker, and 1 steamfitter
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SPE was training 3 female iron worker apprentices and Hurt Electric was training 2 female electrician apprentices in April 2013. Thirteen other firms were each training 1 female apprentice.

Employers with Female Apprentices	Trade	Black	Hispanic	Asian	White	Total
Anchor Plumbing Inc.	Plumber		1			1
Belonger Corporation, Inc.	Plumber				1	1
C. G. Schmidt, Inc	Carpenter (Construction)	1				1
Dairyland Electric	Construction Electrician	1				1
Doral Corporation	Iron Worker				1	1
Edgerton Contractors Inc	Construction Craft Laborer				1	1
Hess Sweitzer Inc.	Painter And Decorator				1	1
Hurt Electric, Inc	Construction Electrician	1			1	2
Insulation Industries, Inc.	Insulation Worker (Heat & Frost)				1	1
J & A Pohl Inc.	Cement Mason (Heavy Highway)				1	1
JM Brennan	Plumber				1	1
Mechanical Incorporated - Waukesha	Steamfitter				1	1
S P E, Inc (SPE)	Iron Worker			1	2	3
Service Painting Corporation	Painter And Decorator				1	1
VJS Construction Services	Carpenter (Construction)	1				1
<b>TOTAL</b>		<b>4</b>	<b>1</b>	<b>1</b>	<b>12</b>	<b>18</b>

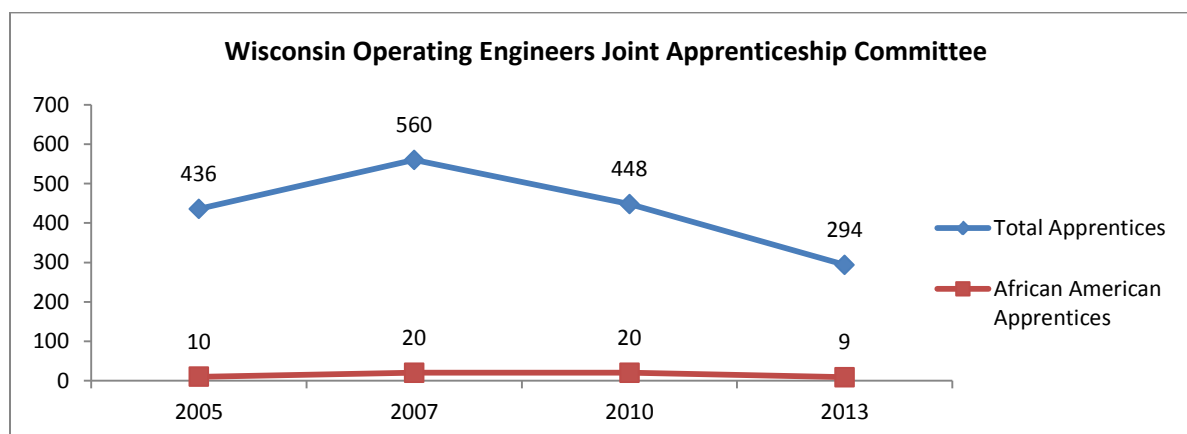
## Part Two: Statewide Union Apprentices Sponsored by the Wisconsin Operating Engineers Joint Apprenticeship Committee

### Wisconsin Operating Engineers Joint Apprenticeship Committee - Statewide

The operating engineers apprenticeship program is sponsored by a statewide joint apprenticeship committee, which reported 294 apprentices employed at 120 companies as of July 2013. The number of operating engineer apprentices statewide dropped from 560 in 2007 to under 300 in 2013, and the number of African American apprentices dropped from 20 to 9. African Americans hold 3% of the apprentices, Native Americans 3%, and Hispanics 1%.

### Apprentices Sponsored by the Wisconsin Operating Engineers Joint Apprenticeship Committee

Apprentices	Total	African American	Hispanic	Native American	Asian	White
Total Statewide July 2013	294	9	3	8	1	273
Total Statewide January 2010	448	20	13	6	3	406
Total Statewide September 2007	560	20	15	8	4	513
Total Statewide October 2005	436	10	7	6	2	411
Percent						
July 2013	100%	3%	1%	3%	0%	93%
January 2010	100%	4%	3%	1%	1%	91%
September 2007	100%	4%	3%	1%	1%	92%
October 2005	100%	2%	2%	1%	0%	94%



Statewide, of the 120 companies with operating engineer apprentices in April 2013, 118 had white apprentices.

Only 9 companies in the state were training an African American operating engineer apprentice: Babcock & Wilcox, Capitol Underground, Corevac, H. James and Sons, James Peterson Sons, Layne Christensen, Payne & Dolan, Super Western, and Zenith Tech.

Three firms each had 1 Hispanic operating engineer apprentice: Integrity Grading & Excavating, Oscar J. Boldt Construction, and Zenith Tech.

Edward Kramer & Sons has 2 Native American operating engineering apprentices, and 6 firms each had 1: Arrow-Crete Construction, Cornerstone Pavers, H. James & Sons, Miron Construction, Schneider Excavating, and St. Joseph Contracting.

Mathy Construction Company was the only firm in the state with an Asian operating engineer apprentice.

Very few African Americans were sponsored for operating engineer apprentices in Wisconsin in 2010 or in 2013. In January 2010 (when the last report card was issued), of 174 companies with operating engineer apprentices, only 13 firms had African American apprentices (with a total of 20 sponsored). In April 2013 of 120 companies with operating engineer apprentices, only 9 firms each had 1 African American apprentice. Payne and Dolan was the only company in the state with an African American operating engineer apprentice in both January 2010 and April 2013.

<b>Employers with Operating Engineer Apprentices (July 2013)</b>	<b>Black</b>	<b>Hispanic</b>	<b>Native Amer.</b>	<b>Asian</b>	<b>White</b>	<b>Total</b>
A. W. Oakes & Son, Inc.					5	5
A-1 Excavating, Inc.					4	4
Adkins Construction					1	1
American Asphalt of WI					3	3
Arrow-Crete Construction, LLC			1		2	3
Ashland Construction Co.					1	1
August Winter & Sons, Inc.					1	1
B. R. Amon & Sons, Inc.					2	2
Babcock & Wilcox	1					1
Baumhardt Sand & Gravel					1	1
Black Diamond, Inc.					1	1
Buteyn-Peterson Construction Co Inc					2	2
C. D. Smith Construction Co					2	2
C. W. Purpero, Inc.					4	4
Capitol Underground Inc.	1				1	2
Chippewa Concrete Services					2	2
Choice Construction Companies Inc					1	1
Contracting & Material Company					4	4
Corevac LLC	1				1	2
Cornerstone Pavers, LLC			1		1	2
D. L. Gasser Construction, Inc.					1	1
D.K. Contractors					1	1
Dane County Contracting LLC					1	1
Dawes Rigging & Crane Rental Inc.					5	5
Don Praeger & Sons Inc.					1	1
Duffek Sand & Gravel, Inc.					2	2
Edgerton Contractors Inc					8	8
Edward Kraemer & Sons, Inc.			2		4	6
Fencing Plus					1	1
Findorff, J. H. & Son, Inc.-Madison					1	1
Gerke Excavating Inc					7	7
Gordon J. Grube Construction Co. Inc					1	1
H & H Utility Excavating Inc					1	1
H. James & Sons	1		1		1	3
Hegg Contractors, Inc					1	1
Highway Landscapers, Inc.					1	1
Hoffman Construction Co.					5	5
Homburg Contractors, Inc.					2	2
Ideal Crane Rental Service					2	2
Integrity Grading & Excavating Inc.		1			4	5
InterCon Construction, Inc.					2	2
Interstate Tree & Landscape					1	1
Iverson Construction ,LLC					2	2
J P Cullen & Sons, Inc.					1	1
J. F. Brennan Co., Inc.					5	5
J.H. Findorff & Son, Inc.-Madison					2	2
James Peterson Sons, Inc.	1				4	5
JR Jensen Construction Company					1	1
K & S Energy Services					10	10
KBS Construction, Inc.					1	1
Lakehead Constructors, Inc.					1	1
Layne Christensen Co	1					1
Lunda Construction					1	1
Lunda Construction Co					6	6
M. A. Mortenson Company					1	1
Madison Crushing & Excavating Co.					1	1

**Employers with Operating Engineer Apprentices**  
(July 2013)

	Black	Hispanic	Native Amer.	Asian	White	Total
Martell Construction, Inc.					1	1
Mashuda Contractors, Inc.					2	2
Mathy Construction Company				1	6	7
McCabe Construction, Inc.					2	2
McHugh Excavating and Plumbing, Inc.					1	1
Michels Corporation					1	1
Midwest Drilled Foundation & Eng.					1	1
Minnesota Limited					1	1
Miron Construction Company Inc			1		10	11
Moll Construction					2	2
Monarch Paving Company Div of Mathy					5	5
Monona Plumbing & Fire Protection					1	1
MTEC Environmental Inc					1	1
Musson Bros., Inc.					6	6
New Berlin Grading, Inc.					3	3
Northeast Asphalt, Inc - Fond du Lac					3	3
Northeast Asphalt, Inc - Greenville					1	1
Oscar J. Boldt Construction Co		1			2	3
Ostrenga Excavating					1	1
Paschke Construction					1	1
Paul G Senft & Sons Inc					1	1
Pavement Maintenance					2	2
Payne & Dolan Inc.	1				12	13
Pheifer Brothers Construction					1	1
Pro-Mar Construction, Inc.					1	1
R.G. Huston Company, Inc.					2	2
Rajon Construction LLC					1	1
Raymond P Cattell Inc.					1	1
RelyCo, Inc					5	5
Reynolds Transfer & Storage					1	1
River Park Construction, Inc.					1	1
River View Construction, Inc.					1	1
Rock Contractors, Inc.					1	1
Rock Road Companies, Inc.					1	1
S&L Underground & Trucking					1	1
Schneider Excavating, Inc.			1		1	2
Sevenson Environmental Services					4	4
Sommers Construction Co., Inc.					2	2
South Central Contracting Inc					1	1
Speedway Sand & Gravel					1	1
St. Joseph Contracting			1		5	6
Standard Sidewalk, Inc.					1	1
Stark Asphalt (Northwest Asphalt)					3	3
State Contractors, Inc.					1	1
Strupp Trucking Inc					1	1
Sunnyslope Grading, Inc.					1	1
Super Western, Inc.	1				2	3
SX Blasting					2	2
Terra Engineering & Const. Corp.					1	1
Tetra Tech, Inc.					1	1
The Kraemer Company LLC					6	6
T-N-T Tree Service					1	1
Tomah Environmental Contractors					1	1
Tri-County Paving Inc					1	1
Trierweiler Construction					7	7
Valley Hydro Excavation					1	1
Veit & Company					1	1
Vinton Construction Company					4	4
VMI LLC					1	1
Walsh Construction Co. of Illinois					1	1
Wanasek Corporation					1	1
West-Land Restoration Inc.					1	1
Willkomm Excavating & Grading					3	3
Zenith Tech, Inc.	1	1			6	8
<b>TOTAL</b>	<b>9</b>	<b>3</b>	<b>8</b>	<b>1</b>	<b>273</b>	<b>294</b>

## Part Three: Non-Union Apprentices Sponsored by the Associated Builders & Contractors of WI-Waukesha

### Associated Builders & Contractors of WI-Waukesha Joint Apprenticeship Committee

ABC of WI-Waukesha JAC sponsored apprentices in 12 trades with 81 non-union companies as of April 2013.

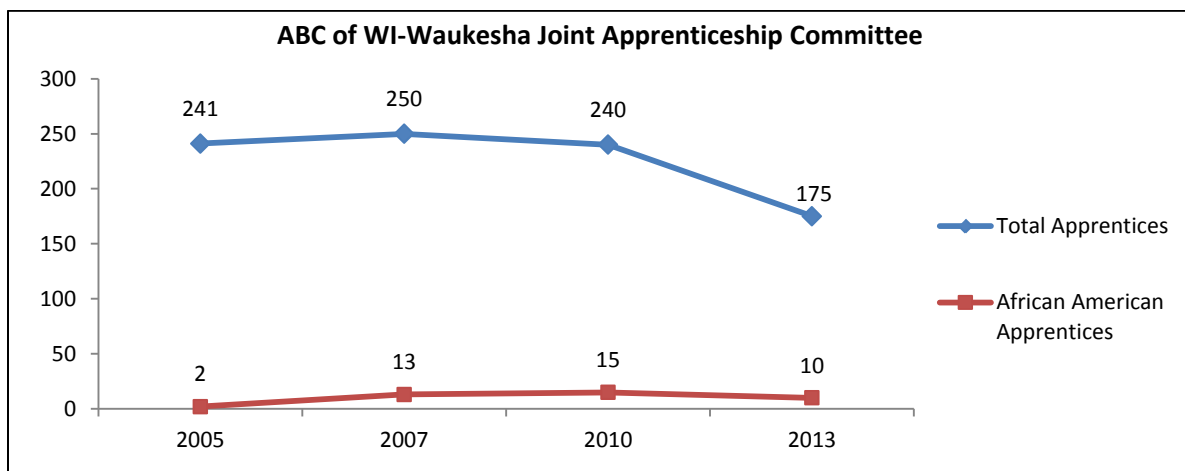
Only 10 African Americans were being trained in non-union apprenticeship programs sponsored by the ABC of WI-Waukesha as of April 2013. Sixteen ABC of WI-Waukesha apprentices were Hispanics.

Year	Total	African American	Hispanic	Native American	Asian	White
2013, Apr	175	10	16	1	1	147
2010, Jan	240	15	25	--	--	200
2007, Sept	250	13	21	1	3	212
2005, Sept	241	2	18	1	3	217

Percent	Total	African American	Hispanic	Native American	Asian	White
2013, Apr	100%	6%	9%	1%	1%	84%
2010, Jan	100%	6%	11%	--	--	83%
2007, Sept	100%	5%	8%	0%	1%	85%
2005, Sept	100%	1%	7%	1%	1%	90%

The total number of apprentices receiving training decreased from 250 in September 2007 to 175 in April of this year.



Three of the 10 African American apprentices are electricians and 2 are construction craft laborers. Ten of the 16 Hispanic apprentices are roofers and waterproofers. Both Native American and Asian apprentices are electricians.

Trades of ABC of WI-Waukesha Apprentices (4/2013)	Black	Hispanic	Native Amer.	Asian	White	Total
Bricklayer					1	1
Carpenter (Construction)	1				8	9
Concrete Finisher	1	1			6	8
Construction Craft Laborer	2	1			3	6
Construction Electrician	3	2	1	1	71	78
Electronic Systems Technician	1				1	2
Heating, Ventilating and Air Cond. Install/Service					9	9
Heavy Equipment Operator		1			7	8
Plumber	1	1			26	28
Roofer and Waterproofer	1	10			11	22
Sheet Metal Worker					2	2
Sprinklerfitter					2	2
<b>TOTAL</b>	<b>10</b>	<b>16</b>	<b>1</b>	<b>1</b>	<b>147</b>	<b>175</b>

Very few African Americans were sponsored for apprentices in Wisconsin in 2010 or in 2013 with the non-union Associated Builders & Contractors of WI-Waukesha. In January 2010 (when the last report card was issued), of 100 companies with ABC apprentices, only 11 firms had African American apprentices (with a total of 15 African Americans sponsored). In April 2013 of 81 companies with ABC apprentices, only 9 firms had African American apprentices (with a total of 10 African Americans sponsored).

The most minority apprentices were trained by FJA Christiansen Roofing (with 9 Hispanics, 2 whites, and 1 black apprentice). Faith Technologies had 18 whites and 1 black apprentice, and Zignego Company had 9 whites, 1 black, and 1 Hispanic apprentice. Only 1 company (Bellcraft Builders) had 2 African American apprentices.

<b>Employers of ABC of WI-Waukesha Apprentices (7/2013)</b>	<b>Black</b>	<b>Hispanic</b>	<b>Nat.Amer.</b>	<b>Asian</b>	<b>White</b>	<b>Total</b>
A & A Plumbing of Milwaukee	1				1	2
A. J. Graf Plumbing					1	1
Absolute Construction Enterprises Inc					2	2
AH West Group, LLC				1		1
ALLCON LLC			1		1	2
Assured Power, Inc.	1					1
Audley Plumbing & Heating, Inc.					2	2
Bayer Plumbing & Heating, Inc.					1	1
Bellcraft Builders Inc.	2				1	3
Bluewater Plumbing Co.					1	1
Blunck Plumbing Systems, Inc.					1	1
Borden Electric Inc.					1	1
Building Restoration					1	1
C & K Services Inc of Newburg					1	1
Circle Electric, Inc.					4	4
Craft Masonry, Inc.					1	1
Current Electric Co.					3	3
Custom Design Electric LLC					1	1
CWS Source, Inc.		1				1
DMJ Services LLC dba Action Heating					5	5
E. Miller and Associates Inc					1	1
Economy Electric, LLC					2	2
Electrical Concepts, Inc.		1				1
Elect-Tech, Inc.		1			1	2
Engler Electric, Inc.					1	1
Faith Technologies, Inc.	1				18	19
Firestopping Specialists LLC					1	1
FJA Christiansen Roofing Co., Inc	1	9			2	12
FP Solutions LLC					1	1
Franz Plumbing & Piping Inc.					1	1
Fred Last Plumbing, Inc.					1	1
Gerald Nell, Inc					1	1
Giorgi Construction Inc					1	1
Giraffe Electric II, Inc.					3	3
Greenfield Plumbing					1	1
H.I.S. Corporation					1	1
H.J. Faust, Inc.					1	1
Hady Electric, Inc.					1	1
HFR Electric Inc					1	1
Ihn Plumbing and Foundation					2	2
Interstate Sealant & Concrete Inc.					1	1
JD Electric, Inc. Wisconsin					1	1
KMF Construction					1	1
LaLonde Contractors, Inc.					3	3
Luke's Electric LLC					1	1



<b>Employers of ABC of WI-Waukesha Apprentices (7/2013)</b>						
	<b>Black</b>	<b>Hispanic</b>	<b>Nat.Amer.</b>	<b>Asian</b>	<b>White</b>	<b>Total</b>
Lyons Electric Co., Inc.					6	6
Master Plumbers dba Master Services					1	1
MCR Services, LLC					2	2
Meyers Electric, Inc.					1	1
Miller Electrical Enterprises Inc.					1	1
Next Electric A CC+N Company					4	4
[No employer name]		1			3	4
Noffke Roofing Co LLC					1	1
NSI Electrical Contractors, Inc.					9	9
O'Leary Plumbing & Heating, Inc.					1	1
Peak Electric Inc.					1	1
Peck & Weis Heating & Cooling Inc.					1	1
Performance Roofing Systems, Inc.					2	2
PHD Roof Doctors Inc.		1			1	2
Pioneer Roofing, LLC					2	2
Protech A Division of Inland Co					2	2
Pyramid Electric Co., LLC	1					1
Riverside Plumbing LLC					1	1
Roman's Grading Service, Inc.					1	1
Roto Rooter Plumbing Services, Inc.					1	1
Rovila Plumbing LLC		1				1
Rozga Plumbing & Heating Corporation					1	1
Rural Masonry, Inc.					1	1
Schoenwalder Plumbing, Inc.					1	1
Schram Plumbing Co., Inc.					1	1
Sonag Company, Inc.					2	2
Southport Heating & Cooling					7	7
Specialty Trades Inc					1	1
Steiner Electric Inc.					1	1
Sterling Mainz Plumbing&Heating Inc.					1	1
T.L. Reese Electrical Systems LLC	1				1	2
USA Heating & Cooling Inc.					1	1
Valley Electric LLC					1	1
Vanguard Mechanical LLC					1	1
Waukesha Roofing & Sheet Metal, Inc.					1	1
Wisconsin Community Services	1					1
Zignego Company, Inc.	1	1			9	11
<b>TOTAL</b>	<b>10</b>	<b>16</b>	<b>1</b>	<b>1</b>	<b>147</b>	<b>175</b>

### Females in Associated Builders & Contractors of WI-Waukesha Apprenticeships

Females are underrepresented in all of the trades. In April 2013 only 1 woman was training in an apprenticeship through the ABC of WI-Waukesha JAC -- an African American concrete finisher sponsored by Zignego Company.

<b>Female Apprentices in ABC of WI-Waukesha</b>	<b>Total</b>	<b>African American</b>	<b>Hispanic</b>	<b>Native Amer</b>	<b>Asian</b>	<b>White</b>
2013, Apr	1	1	--	--	--	--
2010, Jan	4	--	1	--	--	3
2007, Sept	5	--	1	--	--	4
2005, Sept	3	--	--	--	--	3
<b>Trades</b>						
2013, Apr	1 concrete finisher					
2010, Jan	1 concrete finisher, 1 construction electrician, 1 electronic systems technician, 1 plumber					
2007, Sept	1 concrete finisher, 1 construction electrician, 3 plumbers					
2005, Sept	3 plumbers					

Trade	Non-Union Employers with ABC of WI-Waukesha Apprentices	
Bricklayers	Rural Masonry, Inc.	
Carpenters (Construction)	Absolute Construction Enterprises In (2) ALLCON LLC Bellcraft Builders Inc. (2)	E. Miller and Associates Inc Giorgi Construction Inc KMF Construction
Concrete Finishers	Craft Masonry, Inc. LaLonde Contractors, Inc.	Zignego Company, Inc. (5)
Construction Craft Laborers	Bellcraft Builders Inc. CWS Source, Inc. Interstate Sealant & Concrete Inc.	Wisconsin Community Services Zignego Company, Inc.
Construction Electricians	AH West Group, LLC ALLCON LLC Assured Power, Inc. Borden Electric Inc. Building Restoration Circle Electric, Inc. (4) Current Electric Co. (3) Custom Design Electric LLC Economy Electric, LLC (2) Electrical Concepts, Inc. Elect-Tech, Inc. (2) Engler Electric, Inc. Faith Technologies, Inc. (17) Gerald Nell, Inc Giraffe Electric II, Inc. (3) Hady Electric, Inc. HFR Electric Inc	JD Electric, Inc. Wisconsin Luke's Electric LLC Lyons Electric Co., Inc. (6) MCR Services, LLC (2) Meyers Electric, Inc. Miller Electrical Enterprises Inc. Next Electric A CC+N Company (4) NSI Electrical Contractors, Inc. (9) Peak Electric Inc. Protech A Division of Inland Co (2) Pyramid Electric Co., LLC Sonag Company, Inc. (2) Specialty Trades Inc Steiner Electric Inc. T.L. Reese Electrical Systems LLC (2) Valley Electric LLC
Electronic Systems Technicians	Faith Technologies, Inc. (2)	
Heating, Ventilating and Air Cond. Install/Service	DMJ Services LLC dba Action Heating H.J. Faust, Inc. Southport Heating & Cooling (5) Vanguard Mechanical LLC	
Heavy Equipment Operators	LaLonde Contractors, Inc. (2) Roman's Grading Service, Inc.	Zignego Company, Inc. (5)
Plumbers	A & A Plumbing of Milwaukee (2) A. J. Graf Plumbing Audley Plumbing & Heating, Inc. (2) Bayer Plumbing & Heating, Inc. Bluewater Plumbing Co. Blunck Plumbing Systems, Inc. DMJ Services LLC dba Action Heating (2) Franz Plumbing & Piping Inc. Fred Last Plumbing, Inc. Greenfield Plumbing Ihn Plumbing and Foundation (2) Master Plumbers dba Master Services	O'Leary Plumbing & Heating, Inc. Peck & Weis Heating & Cooling Inc. Riverside Plumbing LLC Roto Rooter Plumbing Services, Inc. Rovila Plumbing LLC Rozga Plumbing & Heating Corporation Schoenwalder Plumbing, Inc. Schram Plumbing Co., Inc. Southport Heating & Cooling (2) Sterling Mainz Plumbing & Heating Inc. USA Heating & Cooling Inc.
Roofers and Waterproofers	C & K Services Inc of Newburg FJA Christiansen Roofing Co., Inc (12) H.I.S. Corporation Noffke Roofing Co LLC	Performance Roofing Systems, Inc. (2) PHD Roof Doctors Inc. (2) Pioneer Roofing, LLC (2) Waukesha Roofing & Sheet Metal, Inc.
Sheet Metal Workers	DMJ Services LLC dba Action Heating (2)	
Sprinklerfitters	Firestopping Specialists LLC	FP Solutions LLC

## Background on the Apprenticeship Program

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. 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 funding, including 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).

In 2010 the Wisconsin Legislative Audit Bureau identified a number of shortcomings and failures by the Department of Workforce Development to enforce affirmative action requirements for minorities and women in construction trade apprentices. (Wisconsin Legislative Audit Bureau, **An Evaluation, Minorities and Women in Construction Trade Apprenticeships**, September 2010, posted at <http://legis.wisconsin.gov/lab/reports/10-12full.pdf>.)

Employment and Training Institute reports on "*Workforce Challenges for 2013*" are available online at [www.eti.uwm.edu](http://www.eti.uwm.edu). Studies include:

**Wisconsin's Mass Incarceration of African American Males**

**Who's Building Milwaukee? Race/Ethnicity of Employees in the Largest Construction Firms in the Milwaukee Area**

**Who's Training Milwaukee's Future Builders? Race/Ethnicity of Construction Trade Apprentices in the Milwaukee Area**

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