

2008

Report Card on Apprentices by Construction Trades: A Two-Year Progress Report

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Recommended Citation

Quinn, Lois M. and Zubrensky, Ruth, "Report Card on Apprentices by Construction Trades: A Two-Year Progress Report" (2008). *ETI Publications*. 53.

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Report Card on African American and Minority Participation in Construction Trade Apprenticeships in the Milwaukee Area: A Two-Year Progress Report

A Collaborative Study of the NAACP Milwaukee Branch and the University of Wisconsin-Milwaukee Employment and Training Institute, April 2008

Part One: Company Report Cards

In January 2006 the Milwaukee Branch of the NAACP, in collaboration with the University of Wisconsin-Milwaukee Employment and Training Institute, issued a report card on minority and female participation in construction trade apprenticeship programs in the Milwaukee metro area. **This report details progress made in the past two years for apprentices sponsored by 18 area joint apprenticeship committees, utilizing data from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards.** Individual report cards are provided for 519 companies operating in the Milwaukee area with construction trade apprentices, as of September 20, 2007. This report examines the track record for individual companies. A second report will assess progress in employment by each of the joint apprenticeship committees.

Findings – The Good News

1. The number of African American apprentices in the construction trades has increased 80% in the two years since the NAACP issued its report card calling for increased hiring of minorities in the trades, rising from 122 apprentices in 2005 to 219 in 2007.
2. Over the last two years, **85 Milwaukee area companies increased the number of African American apprentices they were training.** These included 75 companies with union apprentices and 10 companies with non-union apprentices.
3. Several companies showed notable records for employment of African Americans.
 - **Bechtel Construction** added 135 construction apprentices, including 15 African Americans.
 - **Olympic Wall Systems** increased its African American apprentices from 3 to 13 during the last 2 years, from September 2005 to September 2007.
 - **Payne & Dolan** has an apprentice workforce that is 27% African American and 45% minority, as of September 2007.
 - **Marquette Constructors** has an apprentice workforce that is 41% African American and nearly 60% minority.
 - At **Midwestern Roofing and Construction**, 62% of apprentices (5 out of 8) were African American.

I. Track Record for 406 Companies with Union Apprentices

Data were analyzed for all Milwaukee area companies with construction trade apprentices under the jurisdiction of 16 union joint apprenticeship committees in the Milwaukee area and 1 statewide committee, as of September 20, 2007.

Progress Made

1. Notably, **75 companies increased their numbers of African American apprentices employed in September 2007, compared to September 2005.**
2. Among companies with 30 or more apprentices, **Payne & Dolan** and **Olympic Wall Systems** had the best track records of minority apprentice hires, with 46% and 44% minority respectively. Olympic Wall Systems increased their African American apprentices from 3 to 13.
3. **Bechtel Construction Company**, which added 135 construction trade apprentices to its workforce, had the largest number of minority apprentices with 15 African Americans and 13 Hispanics.

Improvements Needed

1. Among companies with 30 or more apprentices, the poorest records were seen by **Butters-Fetting Company** (where 95% of apprentices were white), **Grunau Company** (where 94% of the 50 apprentices were white and only 2 were African American), and **J.M. Brennan** (where 91% of the 32 apprentices were white).
2. At **Total Comfort of Wisconsin**, only 5 of the 70 apprentices were African Americans.
3. 39 unionized companies with African American apprentices in 2005 listed fewer or none in September 2007.

Race/Ethnicity of Construction Trade Apprentices for 406 Milwaukee Area Companies

Contracts with 16 union joint apprenticeship committees, as of September 20, 2007

(↑ indicates companies with increased numbers of African American apprentices since September 2005)

African American Incr.	Employers with Construction Trade Apprentices in Fall 2007 (See source note)	Total	African American	Hispanic	Native American	Asian	White	Trade
	A & A Erecting Co., Inc.	2	--	--	--	--	2	Iron Workers
	A Warp Mechanical Inc	1	--	--	--	--	1	Steamfitters
	A. C. Dellovade Inc.	1	--	--	--	--	1	Iron Workers
	A.W. Oakes & Son, Inc.	5	--	--	--	--	5	Operating Engineers
	A/C Service Inc	1	--	--	--	--	1	Steamfitters (Service/Refrigeration)
	ABC & L Constr. Co., Inc.	2	--	--	--	--	2	Carpenters (Construction)
	ABC Insulation	1	--	--	--	--	1	Insulation Workers
	Action Building Contractors, Inc.	1	--	--	--	--	1	Painters and Decorators
	Adair Sewer & Water	1	--	--	--	--	1	Construction Laborers
	Advanced Enterprises	3	--	--	--	1	2	Operating Engineers, Construction Laborers
	Advantage Refrigeration	2	--	1	--	--	1	Steamfitters
↑	Ahem Fire Protection	17	1	1	--	--	15	Sprinklerfitters

African Amer. Change	Employers with Construction Trade Apprentices in Fall 2007 (See source note)	Total	African American	Hispanic	Native American	Asian	White	Trade
↑	Air Tech Mechanical	1	1	--	--	--	--	Steamfitters (Refrigeration)
	Air Temperature Services Inc	2	--	--	--	--	2	Sheet Metal Workers, Steamfitters
↓	Alpine Plumbing, Inc.	14	1	--	--	--	13	Plumbers
	American Asphalt of WI	2	--	--	--	--	2	Operating Engineers
↑	American Ornamental Iron, Inc.	11	1	1	--	--	9	Iron Workers
	American Sewer Service	1	--	--	1	--	--	Construction Laborers
	Andersen Plumbing, Inc.	5	--	--	--	--	5	Plumbers
	Applied Mechanical Inc	2	--	--	--	--	2	Environmental Systems Technicians
	Arbor Green Landscape	2	1	--	--	--	1	Construction Laborers, Operating Engineers
	Arby Construction, Inc.	12	--	--	--	--	12	Operating Engineers
	Architectural & Custom Metals LLC	1	--	--	--	--	1	Sheet Metal Workers
↑	Area Erectors, Inc.	13	1	--	1	2	9	Iron Workers, Operating Engineer
	Arrow-Crete Construction, LLC	1	--	--	--	--	1	Cement Masons (Heavy Highway)
↓	Arteaga Construction Inc.	9	5	--	--	--	4	Bricklayers, Sheet Metal Workers, Environ. Systems Tech
	ASI General Inc	1	--	--	--	--	1	Painters and Decorators
	A-Tec	1	--	--	--	--	1	Residential Wirer
	Avenue, Inc.	1	--	--	--	--	1	Carpenters (Construction)
	Azco, Inc.	2	--	--	--	--	2	Iron Workers, Operating Engineer
	B & D Contractors, Inc.	3	1	--	--	--	2	Carpenters (Construction)
	B. R. Amon & Sons, Inc.	6	--	--	--	--	6	Operating Engineers
	Babcock & Wilcox	1	--	--	--	--	1	Operating Engineer
	Balasch Painting & Decorating Inc	3	--	--	--	--	3	Painters and Decorators
	Bane-Nelson, Inc.	2	1	--	--	--	1	Construction Laborers
	Bayer Plumbing & Heating, Inc.	4	--	--	--	--	4	Plumbers
↑	Bechtel Construction Company	135	15	13	--	--	107	Iron Workers, Carpenters, Constr. Laborers, Electricians, Cement Masons, Operating Engineers
	Beeler Const., Inc.	1	--	--	--	--	1	Carpenters (Construction)
↑	Belonger Corporation, Inc.	1	1	--	--	--	--	Plumbers
↑	Berghammer Cornstruction Corp.	2	1	--	--	--	1	Carpenters (Construction), Construction Laborers
↑	Best Ceilings & Studs, Inc.	8	1	1	--	--	6	Carpenters, Tapers and Finishers, Painters
↑	Best Erectors, Inc.	1	1	--	--	--	--	Iron Workers
	Best Price Plbg Co., Inc.	5	--	--	--	--	5	Plumbers
	Beyer Construction	3	1	--	--	--	2	Carpenters, Construction Laborers
	Biehn Corp.	1	--	--	--	--	1	Carpenters (Construction)
	Bill Dentinger, Inc	1	--	--	--	--	1	Bricklayers
	Black Diamond, Inc.	4	--	1	--	--	3	Operating Engineers, Cement Masons (Heavy Highway)
	Blau Plumbing, Inc.	2	--	1	--	--	1	Plumbers
	Bohmann & Vick, Inc.	8	1	--	--	--	7	Plumbers
	Borkenhagen Plbg. & Htg. Co.	1	--	--	--	--	1	Plumbers
	Braden Mechanical Corp.	1	--	--	--	--	1	Plumbers
	Braden Plumbing, Inc.	3	--	--	--	--	3	Plumbers
	Bredan Mechanical Systems, Inc.	6	--	--	--	--	6	Environmental Systems Technicians, Sheet Metal Workers
	Brenner Corporation	3	--	--	--	--	3	Sheet Metal Workers, Steamfitters
	Building Service, Inc.	5	--	2	--	--	3	Carpenters, Painters and Decorators
	Burkhart Construction Corp	1	--	--	--	--	1	Carpenters (Construction)
	Burton Plumbing Company	1	--	--	--	--	1	Plumbers

African Amer. Change	Employers with Construction Trade Apprentices in Fall 2007 (See source note)	Total	African American	Hispanic	Native American	Asian	White	Trade
↑	Butters-Fetting Company	39	2	--	--	--	37	Steamfitters, Sheet Metal Workers, Plumbers, Sprinklefitter, Electrician
↓	C. D. Smith Construction Co	12	--	--	--	--	12	Iron Workers, Carpenters, Operating Engineers
↑	C. G. Schmidt, Inc	22	4	1	--	--	17	Carpenters, Construction Laborers, Cement Masons
	C. P. Conway Plumbing	1	--	--	--	--	1	Plumbers
	C. R. Meyer & Sons Co	3	--	--	2	--	1	Iron Workers
	C. W. Enterprise Electric Co., Inc.	4	1	2	--	--	1	Construction Electrician
	C. W. Purpero, Inc.	9	1	--	--	--	8	Operating Engineers, Construction Laborers
	Capitol Pavers Inc.	4	--	--	1	--	3	Cement Masons, Construction Laborers
	Carl's Plumbing Services, Inc.	3	--	--	--	--	3	Plumbers
	Carlson Racine Roofing Inc	10	--	1	--	--	9	Roofers and Waterproofers
	Carrier Corporation	1	--	--	--	--	1	Steamfitters (Service/Refrigeration)
	Cathedral Builders, Inc.	1	--	--	1	--	--	Carpenters (Construction)
↓	Central Contractors Corp of S E WI	3	--	--	--	--	3	Carpenters (Construction)
	Cesarz Drywall, Inc.	1	--	--	--	--	1	Carpenters (Construction)
↑	Chilstrom Erecting Co.	21	2	1	--	--	18	Iron Workers
↑	Choice Construction Companies	8	2	2	--	--	4	Iron Workers
	Clayton Pichler Construction	1	--	--	--	--	1	Cement Masons
	Clearview	1	--	--	--	--	1	Plumbers
	Cliff Bergin & Associates, Inc.	2	--	--	--	--	2	Plumbers
	Color Tone Home Decorating Inc.	1	--	--	--	--	1	Painters and Decorators
	Commercial Flooring, Inc.	2	--	--	--	--	2	Carpenters (Floor Coverer)
	Commercial Walls & Ceilings Co.	1	--	1	--	--		Taper And Finisher
	Conditioned Air Design, Inc.	7	--	--	--	--	7	Environmental Systems Technicians, Sheet Metal Workers
	Construction Supply & Erection	12	--	--	--	--	12	Iron Workers, Sheet Metal Workers
↑	Contracting & Material Company	6	4	--	--	--	2	Construction Laborers, Operating Engineers
	Cornelius Contracting Corp.	1	--	--	1	--	--	Construction Laborers
↑	Cornerstone Pavers, LLC	1	1	--	--	--	--	Construction Laborers
	Cornerstone Plumbing LLC	3	--	--	--	--	3	Plumbers
	Creative Business Interiors, Inc.	2	--	--	--	--	2	Painters and Decorators
↓	Cudahy Roofing & Supply, Inc.	9	2	5	1	--	1	Roofers and Waterproofers
	Cullster Plumbing, LLC	1	--	--	--	--	1	Plumbers
	D & G Insulation Inc	2	--	--	--	--	2	Insulation Workers
	D.F. Tomasini Contractors, Inc.	1	--	--	--	--	1	Operating Engineer
	D.K. Contractors	3	--	--	--	--	3	Operating Engineers
↓	Dahlmann Construction Co.	3	--	--	--	--	3	Carpenters, Cement Masons
	Dairyland Electric	2	--	--	--	--	2	Construction Electrician
↑	Davco Development Corporation	3	1	--	--	--	2	Carpenters, Tapers and Finishers
	Dave's Electric, Inc	1	--	--	--	--	1	Construction Electrician
	Delta TConstr. Co., Inc.	1	--	--	--	--	1	Carpenters (Construction)
	Denk & Roche Builders, Inc.	1	--	--	--	--	1	Carpenters (Construction)
	Design Build Fire Protection	7	--	--	--	--	7	Sprinklerfitters
	DHO Mason Contractors Inc	1	--	1	--	--	--	Construction Laborers
	Dillett Mechanical Service Inc.	4	--	--	--	--	4	Steamfitters, Plumbers
	Dirty Ducts	1	--	--	--	--	1	Insulation Workers
	DJ's Lawn Sprinklers & Plbg.SVC	1	--	--	--	--	1	Plumbers
	Dnesco Electrical Contr.	8	--	--	--	--	8	Construction Electrician
	Dolson, Inc.	1	--	--	--	--	1	Construction Laborers

African Amer. Change	Employers with Construction Trade Apprentices in Fall 2007 (See source note)	Total	African American	Hispanic	Native American	Asian	White	Trade
↑	Doral Corporation	15	3	2	1	--	9	Carpenters, Iron Workers, Steamfitters, Sheet Metal Workers
↑	Duwe Metal Products, Inc.	2	1	1	--	--	--	Iron Workers
	Ed Prager and Sons, Inc.	3	--	--	--	--	3	Construction Laborers, Cement Masons
	Ed Weber Incorporated	1	--	--	--	--	1	Painters and Decorators
↑	Edgerton Contractors Inc	10	3	--	--	--	7	Operating Engineers, Construction Laborers
	Edward E. Gillen Co.	10	--	1	--	--	9	Pile Drivers, Construction Laborers, Operating Engineers
	Edward Kraemer & Sons, Inc.	5	--	--	--	--	5	Iron Workers, Construction Laborers, Operating Engineers
	Electrical Solutions	1	--	--	--	--	1	Construction Electrician
	Enertec, Inc.	1	--	--	--	--	1	Steamfitters (Service/Refrigeration)
	Express Insulation, Inc.	4	--	--	--	--	4	Insulation Workers
	F.J.A. Christiansen Roofing Co.	3	--	--	--	--	3	Sheet Metal Workers
	Faust Company, Inc.	3	--	1	--	--	2	Plumbers, Steamfitters
	Finishes of Design, Inc.	2	--	--	--	--	2	Painters and Decorators
	First Concrete Cutters of WI	1	--	--	--	--	1	Construction Laborers
	Fischer Industries	1	--	--	--	--	1	Sheet Metal Workers
↑	Fits Mechanical	1	1	--	--	--	--	Plumbers
	Forever Floors	1	--	--	--	--	1	Tile Setter
	Forston Construction	1	1	--	--	--	--	Bricklayers
	Fox Valley Rebar Specialist, Inc.	3	--	--	--	--	3	Iron Workers
↑	Fred Kinatader Masonry, Inc.	8	1	--	--	--	7	Bricklayers, Construction Laborers
	Freedom Fire Protection	7	--	--	--	--	7	Sprinklerfitters
	Gateway Concrete Forming Systems	2	--	--	--	--	2	Carpenters (Construction)
	Gene Wagner Plumbing	1	--	--	1	--	--	Construction Laborers
↓	Good Electric Company	2	--	--	--	--	2	Construction Electrician
	Goschey Mechanical	1	--	--	--	--	1	Environmental Systems Technician
	Greisch Plbg. & Htg.	1	--	--	--	--	1	Plumbers
↓	Gruman Construction, Inc.	6	--	2	--	--	4	Construction Laborers, Bricklayers
↑	Grunau Company, Inc.	50	2	1	--	--	47	Plumbers, Sheet Metal Workers, Steamfitters, Sprinklerfitters, Environ. Systems Tech, Iron Workers
	Gustafson Construction Corp	1	--	--	--	--	1	Operating Engineer
	H & H Mechanical Contractors	2	--	--	--	--	2	Environmental Systems Technicians, Sheet Metal Workers
	H J Martin & Son Inc	4	--	--	1	--	3	Glazier
↑	Habermehl Electric, Inc.	4	1	--	--	--	3	Construction Electrician
	Hahn's Badger Carpet Service	1	--	--	--	--	1	Carpenters (Floor Coverer)
	Hallman Gen. Contracting, Inc.	2	--	--	--	--	2	Iron Workers
	Harold E. Arndt Inc.	1	--	--	--	--	1	Bricklayers
	Hartlaub Plumbing, Inc.	1	--	--	--	--	1	Plumbers
	Heinz, Wm. M. & Sons	2	--	--	--	--	2	Iron Workers
	Hennes Services Inc.	2	--	--	--	--	2	Carpenters (Millwright)
	Henry R. Marohl, Inc.	1	--	--	--	--	1	Construction Laborers
	Heritage Glass Incorporated	3	--	--	--	--	3	Glazier
	Hess Sweitzer Inc.	7	--	--	--	--	7	Painters and Decorators
	Hetzel Tile & Marble	5	--	--	--	--	5	Tile Setter
↑	Hetzel-Sanfilippo, Inc.	6	2	1	--	--	3	Carpenters, Tapers and Finishers
	Hi-Boom Erecting, Inc.	2	--	--	--	--	2	Iron Workers
	Holian Insulation Co Inc	1	--	--	--	--	1	Insulation Workers

African Amer. Change	Employers with Construction Trade Apprentices in Fall 2007 (See source note)	Total	African American	Hispanic	Native American	Asian	White	Trade
	Horner Plumbing Co., Inc.	9	1	--	--	--	8	Plumbers
↓	Hunzinger Construction Co.	7	--	--	1	--	6	Carpenters, Cement Masons, Bricklayers
	Hurt Electric, Inc	5	--	--	--	--	5	Construction Electrician
	HVA Products Inc	3	--	--	--	--	3	Environmental Systems Tech, Electricians
	Ideal Plumbing & Heating	3	--	--	--	--	3	Sheet Metal Workers, Environ Systems Tech
↑	Illingworth Corporation	18	1	3	1	--	13	Sheet Metal Workers, Plumbers, Steamfitters, Environ Systems Tech
	Insulation Industries, Inc.	11	--	1	--	--	10	Insulation Workers
	Interstate Erecting, Inc.	3	--	--	--	--	3	Iron Workers, Carpenters (Millwrights)
	J & A Pohl Inc.	3	1	--	--	--	2	Cement Masons (Heavy Highway), Operating Engineers
	J & H Heating, Inc.	6	--	--	--	--	6	Sheet Metal Workers, Environ Systems Tech
	J & J Electric Co. Inc.	2	--	--	--	--	2	Electricians, Residential Wirers
	J P Cullen & Sons, Inc.	3	--	1	--	--	2	Operating Engineers
↑	J. F. Ahern Company	24	2	1	1	--	20	Plumbers, Sheet Metal Workers, Environ Systems Tech, Steamfitters, Operating Engineers
	J. F. Brennan Co., Inc.	7	--	--	--	--	7	Operating Engineers
↑	J. F. Cook Co., Inc.	5	3	--	--	--	2	Carpenters (Construction)
↑	J. H. Findorff & Sons-Milwaukee	13	4	2	--	--	7	Carpenters, Construction Laborers
	J. H. Hassinger, Inc.	2	--	--	--	--	2	Bricklayers, Cement Masons
	J. M. Brennan Inc.	32	1	2	--	--	29	Plumbers, Steamfitters, Sheet Metal Workers
	J. P. Construction	4	2	--	1	--	1	Assembler, Metal Building
↑	J. P. Cullen and Sons Inc.	7	1	--	--	--	6	Carpenters, Bricklayers, Cement Masons, Iron Workers
	J. Wilkes Plumbing & Heating Inc.	1	--	--	--	--	1	Plumbers
	J.H. Findorff & Son, Inc.-Madison	7	--	1	--	--	6	Operating Engineers, Cement Masons
↓	Jahn & Sons, Inc.	5	--	--	--	--	5	Carpenters (Construction), Taper and Finisher
	James Peterson Sons, Inc	9	--	--	1	--	8	Operating Engineers, Construction Laborers
	JFK Builders, Inc	12	2	1	--	--	9	Carpenters (Construction)
	Joe DeBelak Plbg. Co., Inc.	5	--	--	--	--	5	Plumbers
	John Beres Builders, Inc	6	--	1	--	--	5	Carpenters (Construction)
	Johnson Controls Inc	1	--	--	--	--	1	Steamfitters (Service/Refrigeration)
	Johnson Controls Inc. Pro-Tel Br.#10	15	--	--	1	--	14	Steamfitters, Sheet Metal Workers
↑	JSE Electrical Contractors, Inc.	3	1	--	--	--	2	Residential Wirers, Electricians
	Kaelber Plbg & Htg	1	--	--	--	--	1	Sprinklerfitters
↑	KBS Construction, Inc.	5	1	--	--	--	4	Bricklayers, Carpenters, Operating Engineers
↑	KBS Group Inc	3	1	--	--	--	2	Taper And Finisher
↑	Kenny-Shea J.V.	5	1	1	--	--	3	Operating Engineers, Construction Laborers
	Kerkman Bros Const Co	1	--	--	--	--	1	Carpenters (Construction)
	Kinateder Masonry Inc.	1	--	--	--	--	1	Bricklayers
	Klein-Dickert Milwaukee	5	--	--	1	--	4	Glazier
	Kopp Brothers Inc	1	--	--	--	--	1	Sheet Metal Workers
	Kordus-Wegner Plumbing, Inc.	2	--	--	--	--	2	Plumbers
	Krebs Construction LLC	2	--	--	--	--	2	Carpenters (Construction)
	Krischan Plumbing, Inc.	1	--	--	--	--	1	Plumbers
↓	Kubenik Mechanical	1	1	--	--	--		Sheet Metal Workers
	Kuhlman Inc.	1	--	--	--	--	1	Steamfitters
↓	L & S Insulation, Inc	11	--	--	--	--	11	Insulation Workers
	Lagina Plumbing	5	--	1	--	--	4	Plumbers
	Lake City Glass, Inc.	2	--	1	--	--	1	Glazier

African Amer. Change	Employers with Construction Trade Apprentices in Fall 2007 (See source note)	Total	African American	Hispanic	Native American	Asian	White	Trade
	Lange Drywall, Inc.	2	--	--	--	--	2	Carpenters (Construction)
↑	Langer Roofing & Sheet Metal Inc.	21	3	3	--	--	15	Roofers and Waterproofers, Sheet Metal Workers
↑	Lemberg Electric Co.	16	3	1	--	--	12	Construction Electrician
	Levy Company (The)	1	--	1	--	--		Carpenters (Construction)
	Liberty Builders of WI	2	--	--	--	--	2	Carpenters (Construction)
↑	Lippert Tile Co, Inc.	6	2	--	--	--	4	Carpenters (Floor Covering), Tile Setter
	Lombard Electric Co.	1	--	--	--	--	1	Construction Electrician
	Louis Hoffmann Co.	4	--	--	--	--	4	Sheet Metal Workers
↑	Lunda Construction	9	1	--	--	--	8	Iron Workers, Carpenters, Operating Engineers
	Lurie Glass Company	3	--	--	--	--	3	Glazier
	Lurie Glass Company (Msn)	1	--	--	--	--	1	Glazier
	M & H Industrial Service, Inc.	1	--	--	--	--	1	Carpenters (Millwright)
↑	M. A. Mortenson Company	11	1	2	--	--	8	Construction Laborers, Carpenters
	M. M. Schranz Roofing, Inc.	5	1	--	--	--	4	Roofers and Waterproofers
	Magaw Electric	6	1	--	--	--	5	Construction Electrician
	Magill Construction Co., Inc.	1	--	1	--	--	--	Operating Engineer
	Magnum Plumbing, Inc.	1	--	--	--	--	1	Plumbers
↑	Mann Brothers Inc.	10	1	1	1	--	7	Operating Engineers, Construction Laborers
	Mared Mechanical Contractors Corp	22	2	--	--	--	20	Sprinklerfitters, Steamfitters, Sheet Metal Workers, Environ Systems Tech
	Mark Schneider Plumbing Inc.	1	--	--	--	--	1	Plumbers
↑	Marquette Constructors, LLC	17	7	3	--	--	7	Construction Laborers, Carpenters, Cement Masons, Operating Engineers
	Marshall Erecting, Inc.	4	--	--	--	--	4	Carpenters (Millwright)
	Masonry Specialists	1	--	--	--	--	1	Bricklayers
	Mc Dermaid Insulation Company	1	--	--	--	--	1	Insulation Workers
	Mechanical Concepts LLC	1	--	1	--	--	--	Environmental Systems Technician
	Meer Electric Inc	1	--	--	--	--	1	Construction Electrician
	Metal Buildings of WI, Inc.	2	--	--	--	--	2	Iron Workers
	Metcon Building Systems	1	--	--	--	--	1	Assembler, Metal Building
	Meyer's Plumbing Service Ltd.	2	--	1	--	--	1	Plumbers
↑	Michels Pipeline Construction	1	1	--	--	--	--	Construction Laborers
	Mid City Plumbing & Heating Inc.	2	--	--	--	--	2	Plumbers, Environ Systems Tech
	Midwest Plumbing	2	--	--	1	--	1	Plumbers
	Midwest Stairs & Iron, Inc.	1	--	--	--	--	1	Iron Workers
↓	Midwestern Roofing & Constr.	6	5	--	--	--	1	Roofers and Waterproofers
	Millen Roofing	3	--	--	--	--	3	Roofers and Waterproofers
↑	Milwaukee County - Facilities Mgmt.	1	1	--	--	--	--	Painters and Decorators
	Milwaukee Ironworks, LLC	7	--	1	--	--	6	Iron Workers
	Milwaukee Plate Glass Company	4	--	--	--	--	4	Glazier
	Milwaukee Plumbing and Piping	1	--	--	--	--	1	Plumbers
	Miron Construction Co., Inc.	8	--	--	--	--	8	Operating Engineers, Iron workers, Bricklayers
	Mitchell, Brian Construction	4	1	--	--	--	3	Iron Workers
	MJ Construction, Inc.	1	1	--	--	--	--	Construction Laborers
	Mr. David's Carpet Services, Inc	1	--	1	--	--	--	Carpenters (Floor Coverer)
	Mueller Pipeliners, Inc.	1	--	--	--	--	1	Operating Engineer
	N. J. Schaub & Sons, Inc.	1	--	--	--	--	1	Carpenters (Interior Systems)
	NDA Systems, Inc.	3	--	--	--	--	3	Carpenters (Construction)

African Amer. Change	Employers with Construction Trade Apprentices in Fall 2007 (See source note)	Total	African American	Hispanic	Native American	Asian	White	Trade
	Nelco Electric Inc.	4	--	--	--	--	4	Construction Electrician
↓	New Berlin Grading, Inc.	10	--	--	--	--	10	Operating Engineers
	New Tech of Wisconsin	1	--	--	--	--	1	Insulation Workers
↑	Northside Construction Company	1	1	--	--	--	--	Carpenters (Construction)
	Nostam, Inc.	3	--	--	--	--	3	Carpenters, Tapers and Finishers
↑	Oilman Construction Corp	6	1	--	--	--	5	Carpenters (Construction)
↑	Olympic Wall Systems, Inc.	32	13	1	--	--	18	Tapers and Finishers, Construction Laborers, Plainters, Carpenters
	Omni Glass And Paint, Inc.	10	--	--	--	--	10	Glazier
	Oneida Erecting Inc	4	--	1	--	--	3	Iron Workers
	Opus North Corporation	3	--	1	--	--	2	Carpenters (Construction), Carpenters (Interior Systems)
↑	Oscar J Boldt Construction Co	11	1	1	--	--	9	Operating Engineers, Iron Workers, Bricklayers
↑	P J R & Associates Inc.	1	1	--	--	--	--	Iron Workers
	Pace Electric	2	--	--	--	--	2	Construction Electrician
	Parkland Erecting Inc.	1	--	--	1	--	--	Iron Workers
	Parkview Plumbing, Inc.	1	--	--	--	--	1	Plumbers
	Partner's Floor Covering	2	--	--	--	--	2	Carpenters (Floor Coverer)
↑	Payne & Dolan Inc.	33	9	3	--	3	18	Operating Engineers, Construction Laborers
	Pertzborn, II. J., Plbg. & Fire Prot	2	--	--	--	--	2	Plumbers
	Peter Schwabe, Inc	1	--	--	--	--	1	Carpenters (Construction)
↓	Pieper Electric DBA Ideal Plumbing	5	--	--	--	--	5	Plumbers
	Pieper Electric, Inc.	30	3	1	1	--	25	Construction Electricians, Plumbers
	Pinky Electric	1	--	--	--	--	1	Residential Wirer
	Pipers Mechanical Inc	2	--	--	--	--	2	Steamfitters
↑	Piatt Construction, Inc.	4	2	--	--	--	2	Carpenters, Cement Masons, Construction Laborers, Operating Engineers
	Plumber System Inc.	1	--	--	--	--	1	Plumbers
	Porta Painting, Inc.	5	--	--	--	--	5	Painters and Decorators
	Powers Lake Constuction	4	--	--	--	--	4	Operating Engineers
	Precision Framing Systems	2	--	--	--	--	2	Carpenters (Construction)
	Precision Structures, Inc.	4	--	--	--	--	4	Assembler, Metal Building
	Preferred Electric	3	--	--	--	--	3	Construction Electrician
	Premier Flooring, Inc.	3	--	--	--	--	3	Carpenters (Floor Coverer)
	Premier Plumbing, LLC	1	--	--	--	--	1	Plumbers
	Price Erecting Inc.	5	1	--	--	--	4	Carpenters (Millwrights), Iron Workers
	Professional Systems Analysis	3	--	--	--	--	3	Environmental Systems Technicians
	Programmed Painting Service, Inc.	4	--	--	--	--	4	Painters and Decorators
	Pro-Type Builders, Inc.	3	--	1	--	--	2	Assemblers, Metal Building; Iron Workers
↑	Pukall Co. Inc.	1	1	--	--	--	--	Bricklayers
	Quality Ceilings, Inc.	2	--	1	--	--	1	Carpenters (Construction)
	Quality Fire Protection	3	--	--	--	1	2	Sprinklerfitters
	Quality Heating & Sheet Metal, Inc.	1	--	--	--	--	1	Environmental Systems Technicians
	R J Underground, Inc.	1	--	--	--	--	1	Operating Engineer
	Raab Mechanical, Inc.	3	--	--	--	--	3	Sheet Metal Workers, Steamfitters
	Rack-It Installations	1	--	1	--	--	--	Carpenters (Construction)
	Random Lakes Structural, LLC	2	--	--	--	--	2	Iron Workers
	Rasch Construction & Engineering In	2	--	--	--	--	2	Carpenters (Construction), Bricklayers

African Amer. Change	Employers with Construction Trade Apprentices in Fall 2007 (See source note)	Total	African American	Hispanic	Native American	Asian	White	Trade
↑	Rawson Contractors Incorporated	1	1	--	--	--	--	Construction Laborers
	Rawson Plumbing & Piping, LLC	1	--	--	--	--	1	Plumbers
	Ray Anderson Inc	2	--	--	--	--	2	Bricklayers
	Red Cedar Steel Erectors	10	--	--	--	--	10	Iron Workers
↑	Reichl Construction Inc.	6	2	--	--	--	4	Carpenters, Construction Laborers, Cement Masons
	Reliant Glass and Door SystemsLLC	3	--	--	--	--	3	Glazier
	Riley Construction Company, Inc.	4	--	--	--	--	4	Carpenters, Construction Laborers
	RLT, Incorporated	2	--	--	--	--	2	Construction Electrician
	Robert W. Nelson, Inc.	2	--	1	--	--	1	Carpenters (Construction)
	Robert's Roofing & Siding	6	3	1	--	--	2	Sheet Metal Workers, Roofers and Waterproofers
↑	Rockwell Mechanical	1	1	--	--	--	--	Steamfitters
↓	Roman Electric Co., Inc.	15	--	--	--	--	15	Construction Electricians, Residential Wirers
	Rutters-Fetting Company	1	--	--	--	--	1	Plumbers
	S & K Pump And Plumbing Inc.	5	--	--	--	--	5	Plumbers
	S & P Manufacturing	1	--	--	--	--	1	Sheet Metal Workers
↓	Safway Services, Inc.	2	1	--	--	--	1	Carpenters (Construction)
	Sage Company	1	--	--	--	--	1	Sheet Metal Workers
	Sanchez Painting & Decorating Inc.	3	--	3	--	--	--	Painters and Decorators
	Scheck Mechanical WI Corp.	1	--	--	--	--	1	Steamfitters
	Scherrer Construction Co., Inc.	4	--	--	--	--	4	Carpenters (Construction)
	Schneider Excavating, Inc.	2	--	--	--	--	2	Operating Engineers
	Schneiders-Vetter Glass Co.	1	--	--	--	--	1	Glazier
	Schoofs Plumbing Co., Inc.	1	--	--	--	--	1	Plumbers
	Schranz Roofing	7	--	3	--	--	4	Roofers and Waterproofers, Sheet Metal Workers
	Schroeder Plumbing Co., Inc.	3	--	--	--	--	3	Plumbers
	Seater Construction Co., Inc.	1	--	--	--	--	1	Carpenters (Construction)
	Selzer-Ornst Co.	3	--	--	--	--	3	Carpenters (Construction)
	Service Drywall and Decorating Co.	5	--	1	--	--	4	Carpenters, Painters and Decorators
	Service Painting Corporation	8	--	2	--	--	6	Painters and Decorators
	Sheet Metal Services	1	--	--	--	--	1	Sheet Metal Workers
	Sid Grinker, Co., Inc.	1	--	--	--	--	1	Carpenters (Construction)
	Siemen's Generation	3	--	--	--	--	3	Carpenters (Millwright)
↑	Signature Group, Inc.	12	2	1	--	--	9	Carpenters, Bricklayers, Cement Masons, Construction Laborers
↑	Signature Masonry Inc.	1	1	--	--	--	--	Bricklayers
	Simplex Grinnell	1	--	--	--	--	1	Sprinklerfitters
↓	Sonag Company	1	--	--	--	--	1	Bricklayers
	Sparrow Plumbing, L.L.C.	1	--	1	--	--	--	Plumbers
	Spectrum Electric	6	--	1	--	--	5	Construction Electrician
	Spring City Electric, Inc.	7	--	--	--	--	7	Residential Wirers, Electricians
↑	Sprinkmann Sons Corp	4	1	--	--	--	3	Insulation Workers
	Sprinkmann Sons, Rockford	3	--	--	--	--	3	Insulation Workers
	SRS Roofing & Sheet Metal Inc	6	--	--	--	--	6	Roofers and Waterproofers
↑	Staff Electric Co., Inc.	30	3	1	--	--	26	Construction Electrician
	Standard Roofing Co., Inc.	2	--	--	--	--	2	Roofers and Waterproofers
	Standing Stone Erecting Inc	3	--	--	--	--	3	Iron Workers
↑	State Painting Company	3	1	--	--	--	2	Painters and Decorators

African Amer. Change	Employers with Construction Trade Apprentices in Fall 2007 (See source note)	Total	African American	Hispanic	Native American	Asian	White	Trade
	Steffes Painting	1	--	--	--	--	1	Painters and Decorators
	Stoiber Electric Co., Inc.	4	--	--	--	--	4	Construction Electrician
	Stronghold Industries	4	--	--	--	--	4	Glaziers, Iron Workers
	Strupp Trucking Inc	1	--	--	--	--	1	Operating Engineer
↓	Sullivan Bros., Inc.	2	--	--	--	--	2	Carpenters (Construction)
↓	Sunnyslope Grading, Inc.	5	--	--	--	--	5	Operating Engineers
↑	Super Excavators, Inc.	4	2	2	--	--	--	Construction Laborers
	Super Western, Inc.	6	--	--	--	--	6	Operating Engineers
	Superior Masonry Builders, Inc.	6	--	--	--	--	6	Bricklayers, Cement Masons
	Surges Electric, Inc.	2	--	--	--	--	2	Residential Wirer
	T. J. Hale Company Inc.	2	--	--	--	--	2	Carpenters (Cabinet Maker)
↑	T. V. John & Son, Inc.	5	2	--	--	--	3	Carpenters, Bricklayers, Construction Laborers
	Taylor Painting, Inc	1	--	--	--	--	1	Painters and Decorators
	Tebs Insulation	1	--	--	--	--	1	Insulation Workers
	Terminal-Andrae, Inc.	8	--	--	--	--	8	Construction Electrician
	The Bentley Co.	1	--	--	--	--	1	Carpenters (Construction)
	The Gum Company	1	--	--	--	--	1	Plumbers
	The Orlandini Co., Inc.	1	--	1	--	--	--	Carpenters (Floor Coverer)
↓	The Penebaker Enterprises	7	2	3	--	--	2	Roofers and Waterproofers
↑	The Selmer Company	3	1	--	--	--	2	Iron Workers, Bricklayers
	The State Group	1	--	--	--	--	1	Steamfitters
	The Trane Company	3	--	--	--	--	3	Steamfitters
	Thomas & Egenhoefer, Inc.	2	--	--	--	--	2	Carpenters, Construction Laborers
↓	Thomas A. Mason Co., Inc.	3	--	1	--	--	2	Carpenters (Floor Covering), Painters and Decorators
↑	Titan Building Company	2	1	1	--	--	--	Carpenters (Construction), Construction Laborers
	TME Commercial Drywall	2	--	--	--	--	2	Carpenters (Construction)
↑	Total Comfort Of Wisconsin, Inc.	70	5	3	--	--	62	Steamfitters, Sheet Metal Workers, Plumbers, Environ Systems Tech, Sprinklefitters
	Tri Cor Mechanical Inc	2	--	--	--	--	2	Steamfitters
	Triad Construction, Inc.	4	--	--	--	--	4	Carpenters (Construction)
	Tri-North Builders, Inc.	5	--	--	--	--	5	Carpenters (Construction)
	TRS Metal & Roofing LLC	7	--	--	--	--	7	Sheet Metal Workers
	True Masonry, Inc.	2	--	--	--	--	2	Bricklayers
↑	Tweet-Garot Mechanical, Inc	7	2	--	--	--	5	Steamfitters, Plumbers, Sheet Metal Workers
↑	Twin Masonry LLC	1	1	--	--	--	--	Bricklayers
↑	U. S. Insulation Co.	6	2	--	--	--	4	Carpenters (Construction)
	Uihlein Electric Company Inc.	12	--	--	--	--	12	Construction Electrician
	Ulingworth Corporation	3	--	--	--	--	3	Sheet Metal Workers, :Plumbers
	Underground Pipeline Inc.	1	--	1	--	--	--	Construction Laborers
	Union Construction Corp	1	--	--	--	--	1	Bricklayers
	United Flooring, Inc.	4	--	--	--	--	4	Carpenters (Floor Coverer)
↓	United States Fire Protection, Inc.	11	1	1	--	1	8	Sprinklerfitters
↑	United/Anco	4	1	--	--	--	3	Insulation Workers
	Unity Glass and Glazing	1	--	--	--	--	1	Glazier
↑	Universal Water Resource, LLC	1	1	--	--	--	--	Roofers and Waterproofers
	Value Plastering, Inc.	1	--	--	--	--	1	Carpenters (Construction)
	Van Dorf Plumbing Inc	1	--	--	--	--	1	Plumbers
	Van Ert Electric Co, Inc.	1	--	--	--	--	1	Construction Electrician
	Vans Roofing Inc.	5	--	2	--	--	3	Roofers and Waterproofers

African Amer. Change	Employers with Construction Trade Apprentices in Fall 2007 (See source note)	Total	African American	Hispanic	Native American	Asian	White	Trade
	Velcheck & Finger Roofing	3	--	--	--	--	3	Roofers and Waterproofers
↓	Venture Elect. Contr. Inc.	6	--	--	--	--	6	Construction Electrician
	Ver Halen, Inc.	1	--	--	--	--	1	Carpenters (Construction)
↑	Vista Design & Construction, LLC	1	1	--	--	--	--	Construction Laborers
↑	VJS Construction Services	16	4	--	--	--	12	Carpenters, Construction Laborers, Cement Masons
	W. H. Jacklin Incorporated	1	--	--	--	--	1	Environmental Systems Technicians
↑	Wall-Tech, Inc.	3	1	2	--	--	--	Carpenters, Painters and Decorators, Tapers and Finishers
	Washington Group Intl., Inc.	1	--	--	--	--	1	Iron Workers
	Wellenstein And Sons, LLC	6	--	--	--	--	6	Carpenters (Construction)
	West Bend Glass	2	--	--	--	--	2	Glazier
	Wilkor Construction, Inc.	2	--	1	--	--	1	Carpenters (Construction)
↓	William Zachow & Sons	4	--	--	--	--	4	Plumbers
	Willkomm Excavating & Grading	5	--	1	--	--	4	Construction Laborers, Operating Engineers
	Wil-Surge Electric, Inc.	1	--	--	--	--	1	Construction Electrician
↑	Winding Roofing Company, Inc.	4	1	1	--	--	2	Roofers and Waterproofers, Sheet Metal Workers
	Winghart Inc	3	--	1	--	--	2	Carpenters (Construction)
	Wisconsin Fire Protection	5	--	--	--	--	5	Sprinklerfitters
↑	Wisconsin Power Constructors LLC	17	3	--	--	--	14	Carpenters, Iron Workers, Steamfitters, Construction Electricians, Operating Engineers
↓	Wm Beaudoin & Sons Inc.	1	1	--	--	--	--	Operating Engineer
↓	Wolf & Sons Electric Inc	4	--	--	--	--	4	Electricians, Residential Wirers
	Wunder Construction, Inc.	1	--	--	--	--	1	Carpenters (Construction)
	Xtek, Inc.	1	--	--	--	--	1	Taper And Finisher
↓	Zenith Tech, Inc.	23	1	7	--	--	15	Construction Laborers, Cement Masons, Carpenters, Pile Drivers, Operating Engineers
↑	Zien Service Inc.	6	1	--	--	--	5	Plumbers, Steamfitters
	Zubrod Directional Boring	1	--	--	--	--	1	Operating Engineer
↑	TOTAL	1989	206	130	22	8	1623	

Note: Twelve companies with no apprentices listed in September 2007 had employed African American apprentices in Fall of 2005: ASK Plumbing, Gresser Companies, Holland Construction, Horner Plumbing, J.F. Cook, Lee Plumbing, Oak Creek Power, OIC-GM, Resilient Flooring, Steppo Supply & Construction, Treider Industries, and Truesdell Corporation.

Source: Analysis of data from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards. Data are reported by the following joint apprenticeship committees: Milwaukee Area Bricklaying, Milwaukee Area Cement Masonry, Milwaukee Area Electrical, Milwaukee Area Ironworking, Milwaukee Area Plumbing, Milwaukee Area Sheet Metal, Milwaukee Area Sprinkler Fitting, Milwaukee Area Tile Setters, Milwaukee Painting and Decorating, Southeast Wisconsin Area Carpentry, Southeast WI Area Steamfitting, Southeast Wisconsin Construction Craft Laborers, Southeast Wisconsin Roofing & Waterproofing, Southeastern Glazing, and Southern Wisconsin Heat & Frost Insulators. Apprentices under the (statewide) Wisconsin Operating Engineers Joint Apprenticeship Committee are included for companies located in the Milwaukee area, based on employer address lists. In some cases, other companies (not listed above) may have apprentices working at Milwaukee area job sites; in other cases, some companies reported above may have their apprentices working at a site outside the Milwaukee area.

II. Track Record for 113 Companies with Non-Union Apprentices

Progress Made

1. Of the 113 companies with Associated Builders and Contractors of WI-Waukesha listing apprentices, 10 companies improved their employment of African American apprentices, including **Nation Roof** (who hired 2 African American apprentices), 2 companies (**Phoenix Electric** and **Town and County Electric**) who went from 1 African American apprentice to 2, and 7 companies who had 1 African American apprentice in Fall2007 (and none in Fall 2005).
2. The African American share of apprentices increased to 5% in 2007, compared to less than 1% in 2005.

Improvements Needed

1. The overall percentage of African Americans holding apprentices (5%) remains small, and 103 of the 113 companies had no African American apprentices. One company (Electrical Concepts) had an African American apprentices in 2005, but no apprentices listed in September 2007.

Associated Builders and Contractors of WI-Waukesha Apprentices, as of September 20, 2007 by Company

(↑ indicates companies with **increased** numbers of African American apprentices since September 2005; ↓ indicates **decreased** number)

African Amer. Change	Company	Total	African American	Hispanic	Native American	Asian	White	Trades
	A and J Electric Inc.	1	--	--	--	--	1	Roofers and Waterproofers
	Absolute Construction Enterprises	2	--	--	--	--	2	Carpenters (Construction)
	Ackman Glass & Mirror Co., Inc.	1	--	--	--	--	1	Concrete Finishers
	Assured Power, Inc.	1	--	--	--	--	1	Construction Electricians
	Audley Plumbing & Heating, Inc.	1	--	--	--	--	1	Plumbers
	B & M Enterprises	1	--	--	--	--	1	Carpenters (Construction)
	B. Schneider Electric, Inc.	4	--	--	--	--	4	Construction Electricians, Plumbers
	Best Plumbing Co. Inc.	1	--	--	--	--	1	Plumbers
	Better Bath & Tile Ltd.	1	--	--	--	--	1	Plumbers
	Bilsen Engineering LLC	1	--	--	--	--	1	Plumbers
	Brighter Connection, Inc.	1	--	--	--	--	1	Construction Electricians
	Brook Park Electric Inc.	2	--	--	--	--	2	Construction Electricians
	Circle Electric, Inc.	13	--	--	--	--	13	Construction Electricians, Electronic Systems Technicians
	Circuit Masters Electric, Inc.	1	--	--	--	--	1	Construction Electricians
	Constructive Solutions, Inc.	3	--	--	--	--	3	Carpenters (Construction)
	Countryside Plumbing LLC	1	--	--	--	--	1	Plumbers
	Cox Plumbing Co., Inc.	1	--	--	--	--	1	Plumbers
	Current Electric Co.	4	--	--	--	--	4	Construction Electricians
	Custom Grading, Inc.	2	--	--	--	--	2	Heavy Equipment Operators, Plumbers
	Dave Burns Plumbing Inc.	4	--	--	--	--	4	Plumbers
↑	Diva Plumbing, LLC	1	1	--	--	--	--	Plumbers
↑	Easy Flow Plumbing, LLC	1	1	--	--	--	--	Plumbers
	Economy Electric, LLC	1	--	--	--	--	1	Construction Electricians
↓	Electrical Concepts, Inc.	2	--	--	--	--	2	Construction Electricians
	Engler Electric, Inc.	1	--	--	--	--	1	Construction Electricians

African Amer. Change	Company	Total	African American	Hispanic	Native American	Asian	White	Trades
	Environmental Systems, Inc.	1	--	--	--	--	1	Heating, Ventilating and Air Cond.
	Ersparmer Plumbing, Inc.	1	--	--	--	--	1	Plumbers
↑	F.J.A. Christiansen Roofing Co.	11	1	6	1	--	3	Roofers and Waterproofers
	Fennig Plumbing & Heating, Inc.	1	--	--	--	--	1	Plumbers
	Flitcroft Plumbing, LLC	1	--	--	--	--	1	Plumbers
	Frank Gillitzer Electric Co. Ltd.	1	--	--	--	--	1	Construction Electricians
	Fred Last Plumbing, Inc.	1	--	--	--	--	1	Plumbers
	Gall Plumbing Inc.	1	--	--	--	--	1	Plumbers
	Geneva Plumbing & Heating	1	--	--	--	--	1	Plumbers
	Geoff s Construction Inc.	1	--	--	--	--	1	Carpenters (Construction)
	Gillitzer Electric Services, Inc	1	--	--	--	--	1	Construction Electricians
	Giorgi Construction Inc	1	--	--	--	--	1	Carpenters (Construction)
	Giraffe Electric II, Inc.	5	--	--	--	--	5	Construction Electricians
	Haselow Plumbing & Healing, Inc.	2	--	--	--	--	2	Plumbers
	HDC Contractors, LLC	1	--	--	--	--	1	Carpenters (Construction)
	Horizon Electric Company	1	--	--	--	--	1	Construction Electricians
↑	Horsch & Miller, Inc.	2	1	--	--	--	1	Plumbers
	Ihn Plumbing Co, Inc.	4	--	--	--	--	4	Construction Electricians, Plumbers, Roofers & Waterproofers
	Insta Envira-Tech Inc.	1	--	--	--	--	1	Heating, Ventilating and Air Cond.
	Insta Environmental Systems, Inc.	1	--	--	--	--	1	Heating, Ventilating and Air Cond.
	Insta H.J. Faust, Inc.	2	--	--	--	--	2	Heating, Ventilating and Air Cond.
	J. Wilkes Plumbing & Heating Inc.	1	--	--	--	--	1	Plumbers
	J.C. Plumbing	1	--	--	--	--	1	Plumbers
↑	J.T. Roofing, Inc.	6	1	--	--	--	5	Roofers and Waterproofers
	JB Schoenwalder Plumbing, Inc	4	--	--	--	--	4	Plumbers
	JD Electric, Inc. Wisconsin	1	--	--	--	--	1	Construction Electricians
	Jon DeBelak Plumbing & Htg. Co.	1	--	--	--	--	1	Plumbers
	Kuch's Plumbing	1	--	--	--	--	1	Plumbers
	La Londe Contractors, Inc.	4	--	3	--	--	1	Concrete Finishers
	Lakecrest Plumbing	1	--	--	--	--	1	Plumbers
	Lyons Electric Co., Inc.	7	--	--	--	--	7	Construction Electricians
	M.T.G. Plumbing Services	1	--	--	--	--	1	Plumbers
	Maerzke Brothers, Inc.	2	--	--	--	--	2	Construction Electricians
↑	Malone's Plumbing and Heating	1	1	--	--	--	--	Plumbers
	Martens Plumbing & Heating, Inc.	2	--	--	--	--	2	Plumbers
	Master Plumbers, Inc.	1	--	--	--	--	1	Plumbers
	MCR Services, LLC	1	--	--	--	--	1	Construction Electricians
	Mechanical Masters, Inc.	1	--	--	--	--	1	Glaziers
	Meyers Electric, Inc.	3	--	--	--	--	3	Construction Electricians, Plumbers
	Mike The Plumber	1	--	--	--	--	1	Plumbers
	Milwaukee General Construction	2	--	2	--	--	--	Concrete Finishers
	Monterey Electric	1	--	--	--	--	1	Construction Electricians
↑	Nations Roof	4	2	--	--	--	2	Roofers and Waterproofers, Plumbers
	Nels Anderson Enterprises, Inc.	2	--	--	--	--	2	Plumbers
	[No Employer Name]	2	--	--	--	--	2	Construction Electricians, Plumbers
	Noffice Roofing Co LLC	1	--	--	--	--	1	Roofers and Waterproofers

African Amer. Change	Company	Total	African American	Hispanic	Native American	Asian	White	Trades
	NSI Electrical Contractors, Inc.	5	--	--	--	--	5	Construction Electricians
	Oilman Construction Corp	1	--	--	--	--	1	Carpenters (Construction)
	O'Leary Plumbing & Heating, Inc.	2	--	--	--	--	2	Plumbers
	P. J. Electric Co	1	--	--	--	--	1	Construction Electricians
	Peak Electric Inc.	1	--	--	--	--	1	Construction Electricians
↑	PEC, Inc. (Phoenix Electric)	2	2	--	--	--	--	Construction Electricians
	Peck & Weis Heating & Cooling	3	--	--	--	--	3	Plumbers
	Performance Roofing Systems	3	--	--	--	--	3	Construction Electricians, Roofers & Waterproofers, Sheet Metal Workers
	Phoenix Contractors, Inc.	1	--	--	--	1	--	Roofers and Waterproofers
↑	Pyramid Electric Company, LLC	2	1	--	--	--	1	Construction Electricians
	Ramlow, R. A. Plbg. Serv.	1	--	1	--	--	--	Plumbers
	Rawson Plumbing & Piping, LLC	1	--	--	--	--	1	Plumbers
	Reesman's Excavating & Grading	3	--	--	--	--	3	Heavy Equipment Operators
	Rozelle Enl. Inc. dba Delta Electric	2	--	--	--	--	2	Construction Electricians
	Rozga Plumbing & Heating Corp.	2	--	--	--	--	2	Construction Electricians, Plumbers
	Sarauer Plumbing Inc.	1	--	--	--	--	1	Plumbers
	Schultz Plumbing Bath & Kitchen	1	--	--	--	--	1	Plumbers
	Shoreline Plumbing Co. LLC	1	--	--	--	--	1	Plumbers
	Southern Lakes Plumb. & Heat.	8	--	1	--	--	7	Plumbers, Construction Electricians
	Specialty Trades Inc	1	--	--	--	--	1	Construction Electricians
	Spende Excavating & Plumbing	1	--	--	--	1	--	Plumbers
	Starr Electric, Inc.	1	--	--	--	--	1	Construction Electricians
	Steffen Plumbing & Heating, Inc.	1	--	--	--	--	1	Plumbers
	Steiner Electric Inc.	2	--	--	--	--	2	Construction Electricians
	Sterling Mainz & Sons Plbg & Pumps	1	--	--	--	--	1	Plumbers
	Taagen Plumbing, Inc.	1	--	--	--	--	1	Plumbers
	Team Electric Interprise Inc.	1	--	--	--	--	1	Construction Electricians
↑	Town & Country Electric	27	2	2	--	--	23	Construction Electricians, Heavy Equipment Operators
	Town & Country Glass Co. Inc	1	--	--	--	--	1	Glaziers
	Unique Indoor Comfort—Milw.	1	--	1	--	--	--	Heating, Ventilating and Air Cond.
	Urban Herriges & Sons	1	--	--	--	--	1	Carpenters (Construction)
	Valley Electric LLC	1	--	--	--	--	1	Construction Electricians
	Van's Electric Service, Inc.	3	--	--	--	1	2	Construction Electricians
	Vincent Plumbing & Heating Inc.	1	--	--	--	--	1	Plumbers
	Volt Electric, Inc.	1	--	--	--	--	1	Construction Electricians
	Weidert Electric Inc	1	--	--	--	--	1	Construction Electricians
	Wellcraft Electrical Contracting Inc	3	--	--	--	--	3	Construction Electricians
	Wilke Electric, Inc.	3	--	--	--	--	3	Construction Electricians
	Wistl Builders, Inc	1	--	--	--	--	1	Carpenters (Construction)
	Words' Electrical Contractors, LLC	1	--	--	--	--	1	Construction Electricians
	Zignego Company, Inc	10	--	5	--	--	5	Heavy Equipment Operators, Concrete Finishers, Plumbers
↑	Total Associated Builders And Contractors of WI-Waukesha	250	13	21	1	3	212	

Source: Analysis of data obtained from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards.