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Report Card on Minority and Female Participation in Construction Trade Apprentices in the Milwaukee Area: Who's in the Pipeline for Skilled Construction Trades

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**Report Card on Minority and Female Participation in Construction
Trade Apprentices in the Milwaukee Area:
Who's in the Pipeline for Skilled Construction Trades**

by

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January 2006

Study is available online at www.eti.uwm.edu

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Report Card on Minority and Female Participation in Construction Trade Apprentices in the Milwaukee Area: Who's in the Pipeline for Skilled Construction Trades

by Lois M. Quinn of the University of Wisconsin-Milwaukee Employment and Training Institute
and Ruth Zubrensky of the Milwaukee Branch of the NAACP, January 2006.

This report provides racial/ethnicity and gender data on apprentices in the construction trades in the Milwaukee metro area from 1999 to 2005. The data has been supplied by the Wisconsin Department of Workforce Development (DWD) Bureau of Apprenticeship Standards (BAS). The report analyzes these records to drill down to the level of individual employers and joint apprenticeship committees, where decisions are made related to employment of apprentices. Report cards are provided for 475 Milwaukee area companies with construction trade apprentices, 14 Milwaukee and Waukesha area joint apprenticeship committees (JACs), one statewide committee, and one non-union 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 action steps to provide equal employment opportunity in apprenticeships and joint apprenticeship committees are to determine goals for participation. Sponsors with more than four apprentices must adopt an affirmative action plan for identifying, recruiting, training, and motivating present and potential minority and female (minority and non-minority) apprentices. (See the Wisconsin Administrative Code Chapter DWD 296 "Federal Equal Opportunity Standards for Apprenticeship Programs.")¹ Both federal and state regulations provide for systematic reviews of apprenticeship programs to determine the extent to which sponsors are complying with affirmative action requirements.²

Part One of this report (pages 1 – 58) examines the number and percentages of African Americans, Hispanics, Native Americans, and Asians employed as apprentices in individual Milwaukee area companies, compared to the numbers of white apprentices. Report cards are also provided for each of 15 local apprenticeship committees and 1 statewide committee. Part Two (pages 59 – 76) analyzes the employment of females (minority and non-minority) in apprenticeship programs. A companion study by the Employment and Training Institute, **Who Gets Construction Jobs and Where? Employment of African Americans, Hispanics and Total Minorities in the Construction Industry and Construction Trades in the Milwaukee MSA** (*online at www.eti.uwm.edu*), examines all employment for construction industries, using U.S. Census data.³

I. Summary Findings by Race/Ethnicity

A total of 475 Milwaukee area companies have construction trade apprentices under contract with 15 Milwaukee joint apprenticeship committees (as of September 21, 2005) and with the Wisconsin Operating Engineers Joint Apprenticeship Committee (as of October 10, 2005).

- Milwaukee area companies are preparing 11 white apprentices for every 1 African American apprentice entering the skilled trades, and preparing 14 whites for every 1 Hispanic apprentice entering the skilled trades.

- A total of 404 of the 475 Milwaukee area companies with construction trade apprentices employ **no African American apprentices** in their programs. A total of 411 companies have **no Hispanic apprentices**.
- At the same time, nearly all of the Milwaukee area companies with construction trade apprentices (450 out of 475 companies, or 95%) employ one or more **white apprentices**, and only 25 companies have no white apprentices.
- Only 14 of the 475 companies (3%) have at least one Native American apprentice, and only 9 companies (2%) employ at least one Asian apprentice.

Companies Employing Construction Trade Apprentices
(475 companies with apprentices as of September – October, 2005)

<u>Current Construction Trade Apprentices</u>	NUMBER OF COMPANIES EMPLOYING:				
	<u>Whites</u>	<u>African Americans</u>	<u>Hispanics</u>	<u>Native Americans</u>	<u>Asians</u>
Companies that have more than 10 apprentices from this racial/ethnic group	22	1	--	--	--
Companies that have 6 – 10 apprentices from this racial/ethnic group	39	2	--	--	--
Companies that have 5 apprentices from this racial/ethnic group	11	1	3	--	--
Companies that have 4 apprentices from this racial/ethnic group	37	--	1	--	--
Companies that have 3 apprentices from this racial/ethnic group	55	7	2	--	--
Companies that have 2 apprentices from this racial/ethnic group	80	10	12	1	1
Companies that have 1 apprentice from this racial/ethnic group	<u>206</u>	<u>50</u>	<u>46</u>	<u>14</u>	<u>9</u>
Total companies with 1 or more apprentices from this group	450	71	64	15	10
Companies that have <u>NO</u> apprentices from this racial/ethnic group	25	404	411	460	473
All Companies	475	475	475	475	475

- While 22 companies have more than 10 white apprentices (including 6 companies with more than 20 white apprentices), only 1 company (Midwestern Roofing & Construction) has more than 10 African American apprentices.

Milwaukee Area Companies with Ten or More White Apprentices (as of Fall 2005)

Employer	Total	White	African Amer.	Hispanic	Native Amer.	Asian	Construction Trades
Grunau Company Inc.	36	34	1	1	--	--	Sheet Metal Workers, Sprinklerfitters, Plumbers, Electricians
Pieper Electric, Inc.	37	34	3	--	--	--	Electricians (Construction, Residential Wiring), Plumbers
Town & Country Electric	34	31	1	2	--	--	Electricians, Data Communications Installer
Total Comfort of Wisconsin	27	26	1	--	--	--	Sheet Metal Workers, Plumbers, Environmental Systems Technicians
JFK Builders, Inc.	29	25	2	2	--	--	Carpenters (Construction)
Roman Electric Co., Inc.	25	22	2	1	--	--	Electricians (Construction)
United States Fire Protect. of WI	24	20	2	1	--	1	Sprinklerfitters
Staff Electric Co., Inc.	19	18	1	--	--	--	Electricians (Construction)
J.M. Brennan	18	15	1	2	--	--	Plumbers, Sheet Metal Workers
Ahern Fire Protection	15	14	--	1	--	--	Sprinklerfitters
Olympic Wall Systems, Inc.	17	14	3	--	--	--	Carpenters, Tapers and Finishers, Painters and Decorators
Payne & Dolan	28	14	8	4	--	2	Operating Engineers, Construction Craft Laborers
Alpine Plumbing, Inc.	15	13	2	--	--	--	Plumbers
Chilstrom Erecting Co.	14	13	--	1	--	--	Iron Workers
Insulation Industries, Inc.	14	13	--	--	1	--	Insulation Workers (Heat & Frost)
Mared Mechanical Contractors Corp.	16	13	2	--	1	--	Sprinklerfitters, Sheet Metal Workers, Electricians, Environ. Systems Tech.
Venture Elect. Contr. Inc.	14	13	1	--	--	--	Electricians (Construction)
Zenith Tech	22	12	5	5	--	--	Carpenters, Construction Craft Laborers, Operating Engineers, Cement Masons
Horner Plumbing Co., Inc.	14	12	1	--	1	--	Plumbers
Butters-Fetting Company	14	11	1	2	--	--	Electricians, Plumbers, Sheet Metal Workers, Sprinklerfitters
Langer Roofing & Sheet Metal	13	11	1	1	--	--	Roofers and Waterproofers
C.D. Smith Construction	12	10	1	1	--	--	Construct. Craft Laborers, Iron Workers, Carpenters, Operating Engineers
Circle Electric, Inc.	10	10	--	--	--	--	Electricians (Construction)
Lemberg Electric Co.	12	10	--	1	1	--	Electricians (Construction)

Source: Contract reports from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards. Does not include steamfitter apprentices.

- Six companies each employ more than 20 **white apprentices**: Grunau Company, Pieper Electric, Town & Country Electric, Total Comfort of Wisconsin, JFK Builders, and Roman Electric Company.
- Among companies with 10 or more white apprentices, the most diversity is seen at Payne & Dolan (where 50% of apprentices are minorities) and at Zenith Tech (where 45% of apprentices are minorities). The least diversity of these companies is seen at Circle Electric (which has 10 white, but no minority, apprentices) and at Total Comfort of Wisconsin (where only 1 apprentice out of 27, or 4% , is minority).

See pages 9-20 for a listing of all 475 companies and their apprentices by race/ethnicity.

Milwaukee Area Companies Employing 3 or More African American Apprentices (as of Fall, 2005)

Employer	Total	White	African Amer.	Hispanic	Native Amer.	Asian	Construction Trades
Midwestern Roofing & Constr., LLC	12	--	12	--	--	--	Roofers and Waterproofers
Payne & Dolan Inc.	28	14	8	4	--	2	Construction Craft Laborers, Operating Engineers
Arteaga Construction Inc.	8	2	6	--	--	--	Bricklayers, Construction Craft Laborers, Sheet Metal Workers
Zenith Tech, Inc.	22	12	5	5	--	--	Carpenters, Construction Craft Laborers, Cement Masons, Operating Engineers
C.G. Schmidt, Inc.	9	6	3	--	--	--	Carpenters, Construction Craft Laborers
Cudahy Roofing & Supply	8	3	3	1	1	--	Roofers and Waterproofers
Olympic Wall Systems	17	14	3	--	--	--	Carpenters, Tapers and Finishers, Painters and Decorators
Pieper Electric	37	34	3	--	--	--	Electricians (Construction, Residential Wiring), Plumbers
Roberts Roofing & Siding	8	4	3	1	--	--	Roofers and Waterproofers, Sheet Metal Workers
The Penebaker Enterprises	7	2	3	2	--	--	Roofers and Waterproofers
VJS Construction Service	5	2	3	--	--	--	Carpenters, Construction Craft Laborers

Source: Contract reports from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards. Does not include steamfitter apprentices.

- Midwestern Roofing & Construction has 12 roofing and waterproofing apprentices who are African American – the highest employment of **African American apprentices** in the construction trades in fall of 2005. Payne & Dolan has 8 African American apprentices, Arteaga Construction has 6 African American apprentices, and Zenith Tech has 5. Seven other companies have at least 3 African American apprentices.

Milwaukee Area Companies Employing 3 or More Hispanic Apprentices (as of Fall, 2005)

Employer	Total	White	African Amer.	Hispanic	Native Amer.	Asian	Construction Trades
FJA Christiansen Roofing Co.	11	5	--	5	1	--	Roofers and Waterproofers, Sheet Metal Workers
Zenith Tech	22	12	5	5	--	--	Carpenters, Construction Craft Laborers, Cement Masons, Operating Engineers
Zignego Company	12	7	--	5	--	--	Concrete Finishers, Heavy Equipment Operators
Payne & Dolan Inc.	28	14	8	4	--	2	Construction Craft Laborers, Operating Engineers
LaLonde Contractors	3	--	--	3	--	--	Concrete Finishers
Service Painting Corp.	6	3	--	3	--	--	Painters and Decorators

Source: Contract reports from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards. Does not include steamfitter apprentices.

- Three companies (FJA Christiansen Roofing Co., Zenith Tech, and Zignego Company) employ 5 **Hispanic apprentices**, and three companies (Payne & Dolan, LaLonde Contractors, and Service Painting Corp.) employ 3-4 Hispanic apprentices.
- Only one company (B & D Contractors) has 2 **Native Americans** in its construction trade apprenticeship program. Another 14 companies have 1 Native American apprentice each.
- One company (Payne & Dolan) employs 2 **Asian apprentices**, and only 9 companies employ 1 Asian apprentice each in their current programs.

Findings by Joint Apprenticeship Committee

- In September 2005, 14 union local construction trade joint apprenticeship committees and 1 non-union program in the Milwaukee area sponsored 1,515 apprentices under active contract. The vast majority (1,285 apprentices, or 85% of the total) of construction trade apprentices are white males. Only 118 apprentices are African Americans (7.8% of the total), 89 are Hispanics (5.9%), 14 are Native Americans (0.9%), and 9 are Asians (0.6% of the total). Women hold only 26 of the apprenticeships, less than 2% of the total.
- Most construction apprentices remain the domain of white males. In September 2005, more than 90% of the apprentices were white for electricians, sheet metal workers, heat and frost insulators, and tile setters. Over 80% of apprentices were white in programs for carpenters, plumbers, ironworkers, sprinklerfitters, and glaziers.
- The trades with the highest percentages of minorities in apprenticeship programs were construction craft laborers (51% minority), cement masons (47% minority), and roofers and waterproofers (47% minority).
- The largest numbers of **African American** apprentices are sponsored by the Southeast Wisconsin Area Carpentry Joint Apprenticeship Committee (24 African American apprentices), the SE Wisconsin Roofing and Waterproofing JAC (22 apprentices), and the SE WI Construction Craft Laborers JAC (19 apprentices). Seven of the joint apprenticeship committees (JACs) currently have less than 5 African American apprentices, and 1 JAC has no African American apprentices.
- The Associated Builders and Contractors of WI-Waukesha Joint Apprenticeship Committee reports only 2 African American apprentices (in all represented trades) out of 241 apprentices, as of September 2005.
- The largest number of **Hispanic apprentices** are sponsored by the Associated Builders and Contractors of WI-Waukesha JAC (18 Hispanic apprentices), Southeast WI Area Carpentry JAC (16 apprentices), and SE Wisconsin Roofing & Waterproofing JAC (11 apprentices). Six of the joint apprenticeship committees currently have less than 5 Hispanic apprentices, and 2 committees have no Hispanic apprentices.
- Only two JACs have more than 1 **Native American apprentice** (the Southeast WI Area Carpentry JAC with 3, and the Milwaukee Area Ironworking JAC with 2). Four JACs have no Native American apprentices.
- Only five JACs have **Asian apprentices** (including Associated Builders and Contractors of WI-Waukesha with 3, and Milwaukee Area Sprinkler Fitting JAC with 2). Ten JACs have no Asian apprentices.

Construction Trade Apprentices by Race/Ethnicity
(Milwaukee Area Committees, as of September 21, 2005)

<u>Joint Apprenticeship Committees</u>	<u>Total Apprenticeship Contracts</u>	<u>African Americans</u>	<u>Hispanics</u>	<u>Native Americans</u>	<u>Asians</u>	<u>Whites</u>
Southeast WI Area Carpentry JAC	267	24	16	3	--	224
Milwaukee Area Electrical JAC	201	11	5	1	--	184
Milwaukee Area Plumbing JAC	183	10	9	1	--	163
Milwaukee Area Sheet Metal JAC	134	6	5	1	--	122
Milwaukee Area Ironworking JAC	94	4	4	2	1	83
Milwaukee Area Sprinkler Fitting JAC	74	3	3	1	2	65
SE Wisconsin Roofing & Waterproofing	73	22	11	1	--	39
Milwaukee Painting and Decorating JAC	49	3	8	--	2	36
SE WI Construction Craft Laborers JAC	47	19	4	--	1	23
Southern WI Heat & Frost Insulators JAC	46	1	--	1	--	44
Milwaukee Area Bricklaying JAC	41	8	1	--	--	32
Southeastern Glazing JAC	39	1	2	1	--	35
Milwaukee Area Cement Masonry JAC	17	4	3	1	--	9
Milwaukee Area Tile Setters JAC	9	--	--	--	--	9
Associated Builders & Contract. of WI- Waukesha (non-union)	241	2	18	1	3	217
TOTAL	1,515	118	89	14	9	1,285

Percentages of Apprentices by Race/Ethnicity

<u>Racial/Ethnic Breakdown of Apprentices by Joint Apprenticeship Committees</u>	<u>African Americans</u>	<u>Hispanics</u>	<u>Native Americans</u>	<u>Asians</u>	<u>Whites</u>
SE WI Area Carpentry JAC	9.0%	6.0%	1.1%	--	83.9%
Milwaukee Area Electrical JAC	5.5%	2.5%	0.5%	--	91.5%
Milwaukee Area Plumbing JAC	5.5%	4.4%	0.5%	--	89.1%
Milwaukee Area Sheet Metal JAC	4.5%	3.7%	0.7%	--	91.0%
Milwaukee Area Ironworking JAC	4.3%	4.3%	2.1%	1.1%	88.3%
Milwaukee Area Sprinkler Fitting JAC	4.0%	4.1%	1.4%	2.7%	87.8%
SE Wisconsin Roofing and Waterproofing JAC	30.1%	15.1%	1.4%	--	53.4%
Milwaukee Painting & Decorating JAC	6.1%	16.3%	--	4.1%	73.5%
SE WI Construction Craft Laborers JAC	40.4%	8.5%	--	2.1%	48.9%
Southern WI Heat & Frost Insulators JAC	2.2%	--	2.2%	--	95.7%
Milwaukee Area Bricklaying JAC	19.5%	2.4%	--	--	78.1%
Southeastern Glazing JAC	2.6%	5.1%	2.6%	--	89.7%
Milwaukee Area Cement Masonry JAC	23.5%	17.6%	5.9%	--	52.9%
Milwaukee Area Tile Setters JAC	--	--	--	--	100.0%
Associated Builders & Contractors of WI-Waukesha	0.8%	7.5%	0.4%	1.2%	90.0%
TOTAL APPRENTICES (N=1,515)	7.8%	5.9%	0.9%	0.6%	84.8%

Wisconsin Operating Engineer Apprentice

The operating engineer apprenticeship program is operated by the statewide Wisconsin Operating Engineers Joint Apprenticeship Committee. A total of 47 companies in the Milwaukee area employed 133 operating engineer apprentices, as of October 2005. (Area companies were identified by address matches with employer files. Some apprentices may be employed at worksites outside the metro area.)

- The vast majority (86%) of the Milwaukee area operating engineer apprentices are white males. (Statewide, 90% of operating engineer apprentices are white males).
- Only 14 minorities – all males -- are employed in these apprenticeships by Milwaukee area companies. These include 4 African Americans, 7 Hispanics, 1 Native American, and 1 Asian. Four women (all white) are in operating engineers apprenticeships in the Milwaukee area.

¹ The DWD 296 regulations, “Federal Equal Opportunity Standards for Apprenticeship Programs,” are online at www.legis.state.wi.us/rsb/code/dwd/dwd296.pdf.

² For information on the Wisconsin apprenticeship programs, see **Apprenticeships in Wisconsin: Fulfilling the Needs of Industry**, available from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards, online at www.dwd.state.wi.us/dwd/publications/dws/apprenticeship/apprenticeshipbooklet.pdf.

³ According to the 2000 Census EEO special tabulation file, 89% of skilled construction workers in the Milwaukee metro area are white, as are 93% of construction industry supervisors and managers. When all construction company employees are considered (including laborers and support staff), whites hold 82% of construction company jobs at City of Milwaukee worksites, 90% of jobs at worksites in the Milwaukee County suburbs, and 96% of jobs at worksites in the WOW counties (Waukesha, Ozaukee, and Washington counties). See **Who Gets Construction Jobs and Where? Employment of African Americans, Hispanics and Total Minorities in the Construction Industry and Construction Trades in the Milwaukee MSA**, by John Pawasarat and Lois M. Quinn (University of Wisconsin-Milwaukee Employment and Training Institute, January 2006), online at www.eti.uwm.edu.

II. Apprentices by Race/Ethnicity for 475 Milwaukee Area Companies

Data were analyzed for all Milwaukee area companies with construction trade apprentices under the jurisdiction of 15 joint apprenticeship committees in the Milwaukee and Waukesha area, as of September 21, 2005, and the Wisconsin Operating Engineers Joint Apprenticeship Committee, as of October 10, 2005. Data are reported by the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards for the following joint apprenticeship committees: Milwaukee Area Electrical, Milwaukee Area Bricklaying, Milwaukee Area Ironworking, Milwaukee Area Plumbing, Milwaukee Area Sheet Metal, Milwaukee Area Cement Masonry, Milwaukee Painting and Decorating, Milwaukee Area Sprinkler Fitting, Southern WI Area Carpentry, Southern WI Heat & Frost Insulators, Southeastern Glazing, Milwaukee Area Tile Setters, SE Wisconsin Roofing & Waterproofing, and Associated Builders and Contractors of WI-Waukesha. Apprentices under the (statewide) Operating Engineers Joint Apprenticeship Committee are included for companies located in the Milwaukee area (although the worksite of the apprentice was not identified).

The table below summarizes the data by company. Note: Apprentices are not included for the Milwaukee Area Steam Fitter Joint Apprenticeship Committee, where 2005 data was not provided.

Race/Ethnicity of Construction Trade Apprentices for 475 Milwaukee Area Companies
(Contracts with 16 joint apprenticeship committees, as of Sept. 21, 2005 or Oct. 10, 2005)

Employers with Construction Trade Apprentices in Fall 2005 (See source note)	Total	White	African American	Hispanic	Native American	Asian	Construction Trades
A and J Electric Inc.	1	1	--	--	--	--	Electrician (Construction)
A.C. Dellovade Inc.	1	1	--	--	--	--	Iron Workers
A.J. Pietsch Co.	3	3	--	--	--	--	Carpenters (Cabinet Maker)
A.S.K. Plumbing, Inc.	2	1	1	--	--	--	Plumbers
A.W. Oakes & Son, Inc.	4	4	--	--	--	--	Operating Engineers
ABC & L Constr. Co., Inc.	1	1	--	--	--	--	Carpenters (Construction)
ABC Insulation	3	3	--	--	--	--	Insulation Workers (Heat & Frost)
Abco Building Corporation	1	1	--	--	--	--	Carpenters (Construction)
Action Building Contractors, Inc.	1	1	--	--	--	--	Painters & Decorators
Action Interior Services, inc.	1	1	--	--	--	--	Painters & Decorators
Advanced Sewer & Water Inc.	4	3	--	--	--	1	Operating Engineers, Construction Craft Laborers
Ahern Fire Protection	15	14	--	1	--	--	Sprinklerfitters
Air Control HVAC, Inc.	1	1	--	--	--	--	Heating, Ventilating & Air Cond. Instal.
Air Temperature Services Inc.	1	1	--	--	--	--	Sheet Metal Workers
Alberti Electric Co., Inc.	1	1	--	--	--	--	Electrician (Construction)
All-Temp Insulation, Inc.	1	1	--	--	--	--	Insulation Workers (Heat & Frost)
Alpine Plumbing, Inc.	15	13	2	--	--	--	Plumbers
American Asphalt of WI	1	1	--	--	--	--	Operating Engineers
American Energy Electric Inc.	3	3	--	--	--	--	Electrician (Construction)
American Ornamental Iron, Inc.	1	1	--	--	--	--	Iron Workers
American Sewer Service	1	--	--	--	1	--	Construction Craft Laborers
Andersen Plumbing, Inc.	3	3	--	--	--	--	Plumbers

Employers with Construction Trade Apprentices in Fall 2005 (See source note)	Total	White	African American	Hispanic	Native American	Asian	Construction Trades
Arby Construction Inc.	3	3	--	--	--	--	Operating Engineers
Ardell Electric	3	3	--	--	--	--	Electricians (Construction)
Area Erectors, inc.	2	2	--	--	--	--	Iron Workers
Arrow-Crete Construction Inc.	1	1	--	--	--	--	Operating Engineers
Arteaga Construction Inc.	8	2	6	--	--	--	Bricklayers, Construction Craft Laborers, Sheet Metal Workers
Assured Power, Inc.	1	1	--	--	--	--	Electrician (Construction)
A-Tec	1	1	--	--	--	--	Electricians (Construction)
August H. Wulf Co., Inc.	1	1	--	--	--	--	Carpenters (Construction)
Austin Plumbing & Heating	1	1	--	--	--	--	Plumbers
Azco, Inc.	1	1	--	--	--	--	Iron Workers
B & D Contractors, Inc.	6	3	1	--	2	--	Carpenters (Construction)
B.R. Amon & Sons Inc.	1	1	--	--	--	--	Operating Engineers
B. Schneider Electric, Inc.	4	4	--	--	--	--	Electrician (Construction)
B.B.B.S., Inc.	1	1	--	--	--	--	Plumbers
Babcock & Wilcox Inc.	1	1	--	--	--	--	Operating Engineers
Balance Technology Inc.	2	2	--	--	--	--	Environmental Systems Technicians
Bane-Nelson, Inc.	6	4	1	1	--	--	Construction Craft Laborers, Carpenters
Barber Plumbing, Inc.	1	1	--	--	--	--	Plumbers
Bartz Plumbing	1	1	--	--	--	--	Plumbers
Bay View Plumbing Co., Inc.	3	3	--	--	--	--	Plumbers
Bayer Plumbing & Heating, Inc.	3	3	--	--	--	--	Plumbers
Becker Construction, Inc.	1	1	--	--	--	--	Tapers and Finishers
Becker Ornamental Iron, Inc.	2	2	--	--	--	--	Iron Workers
Beeler Const., Inc.	2	2	--	--	--	--	Carpenters (Construction)
Berghammer Construction Corp.	2	2	--	--	--	--	Carpenters (Construction)
Best Plumbing Co. (Milw, Wauk)	2	2	--	--	--	--	Plumbers
Best Price Plbg Co., Inc.	3	3	--	--	--	--	Plumbers
Best Wiring Service Inc.	1	1	--	--	--	--	Electrician (Construction)
Better Bath & Tile Ltd.	1	1	--	--	--	--	Plumbers
Beyer Construction	6	5	1	--	--	--	Carpenters (Construction)
Biehn Construction Inc.	1	1	--	--	--	--	Operating Engineers
Biehn Corp.	1	1	--	--	--	--	Carpenters (Construction)
Big Dog Plumbing LLC	1	1	--	--	--	--	Plumbers
Bill Dentinger, Inc.	2	2	--	--	--	--	Bricklayers
Bilsen Engineering LLC	1	1	--	--	--	--	Plumbers
Black Diamond, Inc.	3	2	--	1	--	--	Cement Masons-Heavy Highway, Operating Engineers
Blau Plumbing, Inc.	2	1	--	1	--	--	Plumbers
Block Plumbing Co., Inc.	2	2	--	--	--	--	Plumbers
Bohmann & Vick, Inc.	6	5	1	--	--	--	Plumbers
Borkenhagen Plbg. & Htg. Co.	1	1	--	--	--	--	Plumbers
Braden Plumbing, Inc.	1	1	--	--	--	--	Plumbers
Bredan Mechanical Systems	4	4	--	--	--	--	Sheet Metal Workers, Environ. Systems Technicians
Brenner Corporation	2	2	--	--	--	--	Sheet Metal Workers
Brook Park Electric Inc.	2	2	--	--	--	--	Electricians (Construction)

Employers with Construction Trade Apprentices in Fall 2005 (See source note)	Total	White	African American	Hispanic	Native American	Asian	Construction Trades
Brookfield Electric Inc.	1	1	--	--	--	--	Electricians (Construction)
Building Service, Inc.	7	6	--	1	--	--	Carpenters, Painters & Decorators
Burkhart Construction Corp.	1	1	--	--	--	--	Carpenters (Construction)
Butters-Fetting Company	14	11	1	2	--	--	Plumbers, Sheet Metal Workers, Sprinklerfitters, Electricians
C. R. Meyer & Sons Co.	3	3	--	--	--	--	Iron Workers
C.D. Smith Construction Co.	13	11	1	1	--	--	Iron Workers, Operating Engineers, Carpenters, Construction Craft Laborers
C.G. Schmidt, Inc.	9	6	3	--	--	--	Carpenters, Construction Craft Laborers
C.P. Conway Plumbing	1	1	--	--	--	--	Plumbers
C.W. Enterprise Electric Co.	3	2	1	--	--	--	Electricians (Construction)
C.W. Purpero Inc.	6	6	--	--	--	--	Operating Engineers
Capitol Pavers, Inc.	2	2	--	--	--	--	Cement Masons-Heavy Highway
Carl's Plumbing Services, Inc.	2	2	--	--	--	--	Plumbers
Carlsen Bros. Interior Contractors	1	1	--	--	--	--	Carpenters (Construction)
Carlson Racine Roofing, Inc.	7	6	--	1	--	--	Roofers and Waterproofers
Cathedral Builders, Inc.	4	3	--	--	1	--	Carpenters (Construction)
Central Contractors Corp of SE WI	4	3	1	--	--	--	Carpenters, Construction Craft Laborers
Cesarz Drywall, Inc.	2	2	--	--	--	--	Carpenters (Construction)
Chilstrom Erecting Co.	14	13	--	1	--	--	Iron Workers
Choice Construction Companies	3	3	--	--	--	--	Iron Workers
Circle Electric, Inc.	10	10	--	--	--	--	Electricians (Construction)
Circuit Masters Electric	1	1	--	--	--	--	Electricians (Construction)
Clayton Pichler Construction	2	2	--	--	--	--	Cement Masons, Construction Craft Laborers
Clearview	1	1	--	--	--	--	Plumbers
Cleveland Marble Mosaic Co.	1	1	--	--	--	--	Bricklayers
Cliff Bergin & Associates, Inc.	1	1	--	--	--	--	Plumbers
Commercial Flooring, Inc.	1	1	--	--	--	--	Carpenters (Floor Coverer)
Commercial Walls & Ceilings Co.	1	1	--	--	--	--	Painters & Decorators
Conditioned Air Design, Inc.	5	4	--	--	1	--	Sheet Metal Workers
Construction Supply & Erection	10	7	--	2	1	--	Iron Workers
Constructive Solutions, Inc.	3	2	--	1	--	--	Carpenters (Construction)
Cox Plumbing Co., Inc.	2	2	--	--	--	--	Plumbers
C-R Electric Inc.	1	--	--	--	--	1	Electricians (Construction)
Craft Masonry, Inc.	2	2	--	--	--	--	Bricklayers
Cudahy Roofing & Supply, Inc.	8	3	3	1	1	--	Roofers and Waterproofers
Current Electric	4	4	--	--	--	--	Electricians (Construction)
D.F. Tomasini Contractors Inc.	1	1	--	--	--	--	Operating Engineers
D.K. Contractors Inc.	1	1	--	--	--	--	Operating Engineers
Dahlmann Construction Co.	3	2	1	--	--	--	Carpenters, Cement Masons
Dairyland Electric	2	1	--	1	--	--	Electricians (Construction)
Danny's Construction	1	1	--	--	--	--	Iron Workers
Davco Development Corporation	3	2	--	1	--	--	Carpenters, Painters & Decorators
Dave Burns Plumbing Inc.	2	2	--	--	--	--	Plumbers
David & Goliath Builders, Inc.	1	1	--	--	--	--	Carpenters (Construction)

Employers with Construction Trade Apprentices in Fall 2005 (See source note)	Total	White	African American	Hispanic	Native American	Asian	Construction Trades
Day & Zimmermann NPS inc.	1	1	--	--	--	--	Iron Workers
Delta T Constr. Co., Inc.	3	3	--	--	--	--	Carpenters (Construction)
Design Build Fire Protection	9	9	--	--	--	--	Sprinklerfitters
Dickow-Cyzak Tile Co.	1	1	--	--	--	--	Tile Setters
Dillett Mechanical Service Inc.	1	1	--	--	--	--	Plumbers
Dnesco Electrical Contr.	7	6	--	1	--	--	Electricians (Construction)
Doral Corporation	10	7	1	2	--	--	Carpenters, Iron Workers, Sheet Metal Workers
Double T Enterprises, Inc.	1	1	--	--	--	--	Painters & Decorators
Downey Inc.	2	2	--	--	--	--	Plumbers, Sheet Metal Workers
Dvorak Plumbing Inc.	1	1	--	--	--	--	Plumbers
Dykstra Brothers Excavating Inc.	1	1	--	--	--	--	Operating Engineers
Ebert Painting Co.	1	1	--	--	--	--	Painters & Decorators
Ed Prager and Sons, Inc.	4	4	--	--	--	--	Bricklayers, Construction Craft Laborers
Edward E. Gillen Co.	4	4	--	--	--	--	Carpenters (Pile Driver), Operating Engineers
Electrical Concepts, Inc.	3	2	1	--	--	--	Electricians (Construction)
Energy Glass Erectors, Inc.	1	1	--	--	--	--	Glaziers
Energy Saving Windows, Inc.	1	1	--	--	--	--	Glaziers
Engler Electric, Inc.	1	1	--	--	--	--	Electricians (Construction)
Envira-Tech Inc.	1	1	--	--	--	--	Heating, Ventilating & Air Cond. Instal.
Environmental Services, Inc.	2	2	--	--	--	--	Heating, Ventilating & Air Cond. Instal.
Erin Electric, Inc.	1	1	--	--	--	--	Electricians (Construction)
Expert Plumbing & Heating Inc.	1	1	--	--	--	--	Plumbers
Express Insulation, Inc.	7	7	--	--	--	--	Insulation Workers (Heat & Frost)
Faust Company, Inc.	2	1	--	1	--	--	Plumbers
Feiner Plumbing Co.	1	1	--	--	--	--	Plumbers
Fennig Plumbing & Heating, Inc.	1	1	--	--	--	--	Plumbers
Fibre-Fab of La Crosse Inc.	1	1	--	--	--	--	Insulation Workers (Heat & Frost)
Finishes of Design, Inc.	1	1	--	--	--	--	Painters & Decorators
FJA Christiansen Roofing Co., Inc.	11	5	--	5	1	--	Roofers and Waterproofers, Sheet Metal Workers
Flat Rate Plumbing, Inc.	1	1	--	--	--	--	Plumbers
Flitcroft Plumbing, LLC	2	2	--	--	--	--	Plumbers
Forever Floors	1	1	--	--	--	--	Tile Setters
Forston Construction	1	1	--	--	--	--	Bricklayers
Fox Valley Gazing, Inc.	1	1	--	--	--	--	Glaziers
Frank Gillitzer Electric Co. Ltd.	1	1	--	--	--	--	Electricians (Construction)
Fred Kinateder Masonry, Inc.	6	6	--	--	--	--	Bricklayers
Fred Last Plumbing Inc.	3	3	--	--	--	--	Plumbers
G & G Electric	1	1	--	--	--	--	Electricians (Construction)
General Roofing of WI	2	2	--	--	--	--	Roofers and Waterproofers
Gerald Nell, Inc.	4	4	--	--	--	--	Electricians, Sheet Metal Workers, Plumbers
Giraffe Electric II Inc.	3	3	--	--	--	--	Electricians (Construction)
Globe Contractors, Inc.	3	3	--	--	--	--	Construction Craft Laborers, Operating Engineers
Good Electric Company	2	1	1	--	--	--	Electricians (Construction)
Goschey Mechanical	1	1	--	--	--	--	Environmental Systems Technicians

Employers with Construction Trade Apprentices in Fall 2005 (See source note)	Total	White	African American	Hispanic	Native American	Asian	Construction Trades
Greisch Plbg. Co., Inc.	1	1	--	--	--	--	Plumbers
Gresser Companies, Inc.	1	--	1	--	--	--	Bricklayers
Grinnell Fire Protection Systems	1	1	--	--	--	--	Sprinklerfitters
Grosberg Plbg. Co., Inc.	1	1	--	--	--	--	Plumbers
Gruman Construction, Inc.	4	3	1	--	--	--	Bricklayers, Construction Craft Laborers
Grunau Company Inc.	36	34	1	1	--	--	Plumbers, Sheet Metal Workers, Sprinklerfitters, Electricians
Gustafson Construction Corp.	1	1	--	--	--	--	Operating Engineers
H & H Mechanical Contractors	2	2	--	--	--	--	Environmental Systems Technicians
H J Martin & Son Inc.	7	5	--	1	1	--	Glaziers
Habermehl Electric, Inc.	3	3	--	--	--	--	Electricians (Construction)
Hahn's Badger Carpet Service	1	1	--	--	--	--	Carpenters (Floor Coverer)
Hallman Gen. Contracting, Inc.	1	1	--	--	--	--	Iron Workers
Hapka Construction, Inc.	1	1	--	--	--	--	Bricklayers
Hartlaub Plumbing Inc.	3	3	--	--	--	--	Plumbers
Haselow Plumbing & Heating Inc.	4	4	--	--	--	--	Plumbers
HDC Contractors, LLC	1	1	--	--	--	--	Carpenters (Construction)
Heritage Glass Incorporated	4	4	--	--	--	--	Glaziers
Hess Sweitzer Inc.	4	4	--	--	--	--	Painters & Decorators
Hetzel Tile & Marble	4	4	--	--	--	--	Tile Setters
Hetzel-Sanfilippo, Inc.	4	4	--	--	--	--	Carpenters, Tapers and Finishers
Hi-Boom Erecting, inc.	2	2	--	--	--	--	Iron Workers
Hoffer Glass Systems	1	1	--	--	--	--	Glaziers
Holland Construction LLC	1	--	1	--	--	--	Construction Craft Laborers
Home Glass Co. Inc.	1	1	--	--	--	--	Glaziers
Horizon Electric Company	3	3	--	--	--	--	Electricians (Construction)
Horner Plumbing Co., Inc.	14	12	1	--	1	--	Plumbers
Horsch & Miller, Inc.	2	2	--	--	--	--	Plumbers
Hunzinger Construction Co.	4	3	1	--	--	--	Carpenters (Construction)
Hurckman Mechanical Industries	1	1	--	--	--	--	Plumbers
Hurt Electric, Inc.	1	1	--	--	--	--	Electricians (Construction)
HVA Products Inc.	3	3	--	--	--	--	Environmental Systems Technicians, Electricians
Ideal Plumbing & Heating	3	3	--	--	--	--	Sheet Metal Workers, Environmental Systems Technicians
Ihn Plumbing Co., Inc.	1	1	--	--	--	--	Plumbers
Illingworth Corporation	10	8	--	2	--	--	Sheet Metal Workers, Plumbers, Environmental Systems Technicians
Insulation Industries, Inc.	14	13	--	--	1	--	Insulation Workers (Heat & Frost)
International Erectors, Inc.	3	3	--	--	--	--	Iron Workers
Interstate Erecting, Inc.	3	3	--	--	--	--	Iron Workers
J & A Pohl Inc.	1	--	1	--	--	--	Cement Masons-Heavy Highway
J & H Heating, Inc.	8	8	--	--	--	--	Sheet Metal Workers
J & J Electric Co. Inc.	1	1	--	--	--	--	Electricians (Construction)
J. F. Cook Co., Inc.	1	--	1	--	--	--	Carpenters (Construction)
J. H. Findorff & Son	8	7	1	--	--	--	Carpenters, Cement Masons, Operating Engineers
J. H. Hassinger, Inc.	6	6	--	--	--	--	Bricklayers, Carpenters

Employers with Construction Trade Apprentices in Fall 2005 (See source note)	Total	White	African American	Hispanic	Native American	Asian	Construction Trades
J. P. Cullen and Sons, Inc.	2	2	--	--	--	--	Carpenters (Construction)
J. Wilkes Plumbing & Heating Inc.	2	2	--	--	--	--	Plumbers
J.B. Schoenwalder Plumbing & Htg	2	2	--	--	--	--	Plumbers
J.D. Wilson Plumbing, LLC	1	1	--	--	--	--	Plumbers
J.F. Ahern Company	9	9	--	--	--	--	Plumbers, Sheet Metal Workers, Environmental Systems Technicians
J.M. Brennan	18	15	1	2	--	--	Plumbers, Sheet Metal Workers
J.M.J. Plumbing	2	2	--	--	--	--	Plumbers
J.P. Construction	3	1	2	--	--	--	Iron Workers (Assembler, Metal Building)
J.P. Cullen & Sons	2	2	--	--	--	--	Operating Engineers
J.T. Roofing, Inc.	2	2	--	--	--	--	Roofers and Waterproofers
Jahn & Sons, Inc.	4	2	2	--	--	--	Carpenters (Construction)
James Cape & Sons Company	2	2	--	--	--	--	Cement Masons-Heavy Highway, Operating Engineers
JD Electric Company	1	1	--	--	--	--	Electricians (Construction)
Jens Construction Corp	2	2	--	--	--	--	Carpenters (Construction)
JFK Builders, Inc.	29	25	2	2	--	--	Carpenters (Construction)
Joe DeBelak Plbg. Co., Inc.	6	6	--	--	--	--	Plumbers, Operating Engineers
John Beres Builders, Inc.	6	6	--	--	--	--	Carpenters (Construction)
Johnson Controls Pro-Tel Br.#10	4	4	--	--	--	--	Sheet Metal Workers
Jordan Electric, Inc.	1	1	--	--	--	--	Electricians (Construction)
Joseph Lorenz, Inc.	1	1	--	--	--	--	Carpenters (Construction)
JSE Electrical Contractors, Inc.	6	6	--	--	--	--	Electricians (Residential Wirer)
Kadinger Marine	1	1	--	--	--	--	Carpenters (Pile Driver)
KBS Construction	6	6	--	--	--	--	Carpenters (Construction), Operating Engineers
Kelly James Services inc.	1	1	--	--	--	--	Plumbers
Kerkman Construction LLC	1	1	--	--	--	--	Carpenters (Construction)
Klein Dickert Kenosha	2	2	--	--	--	--	Glaziers
Klein-Dickert Milwaukee	2	2	--	--	--	--	Glaziers
Knight Plumbing Inc.	1	1	--	--	--	--	Plumbers
Kopp Brothers Inc.	1	1	--	--	--	--	Sheet Metal Workers
Kordus-Wegner Plumbing, Inc.	1	1	--	--	--	--	Plumbers
Kotze Construction Co., Inc.	1	1	--	--	--	--	Bricklayers
KPH Construction Corp.	1	1	--	--	--	--	Carpenters (Construction)
Krebs Construction LLC	2	2	--	--	--	--	Carpenters (Construction)
Krischan Plumbing, Inc.	1	1	--	--	--	--	Plumbers
Kubenik Mechanical	3	1	2	--	--	--	Sheet Metal Workers
L & S Insulation, Inc.	8	7	1	--	--	--	Insulation Workers (Heat & Frost)
Lake City Glass, Inc.	1	1	--	--	--	--	Glaziers
Lakecrest Plumbing	1	1	--	--	--	--	Plumbers
LaLonde Contractors, Inc.	3	--	--	3	--	--	Concrete Finishers
Lange Drywall Inc.	3	3	--	--	--	--	Carpenters (Construction)
Langer Roofing & Sheet Metal Inc.	13	11	1	1	--	--	Roofers and Waterproofers
Lee Plumbing Mech Contractors	2	1	1	--	--	--	Plumbers
Lemberg Electric Co.	12	10	--	1	1	--	Electricians (Construction)
Levy Company (The)	1	--	--	1	--	--	Carpenters (Construction)

Employers with Construction Trade Apprentices in Fall 2005 (See source note)	Total	White	African American	Hispanic	Native American	Asian	Construction Trades
Liberty Builders of WI	2	2	--	--	--	--	Carpenters (Construction)
Lincoln Plumbing, Inc.	2	1	--	1	--	--	Plumbers, Operating Engineers
Lippert Tile Co., Inc.	5	5	--	--	--	--	Carpenters (Floor Coverer), Tile Setters
Lombard Electric Co.	1	1	--	--	--	--	Electricians (Construction)
Louis Hoffmann Co.	2	2	--	--	--	--	Sheet Metal Workers
Louis Schmitt Company Inc.	5	4	--	1	--	--	Plumbers
Lunda Construction	6	6	--	--	--	--	Operating Engineers, Carpenters (Construction)
Lurie Glass Company	4	3	--	1	--	--	Glaziers
Luterbach Construction Co., Inc.	1	--	--	1	--	--	Bricklayers
Lyons Electric Co., Inc.	8	8	--	--	--	--	Electricians (Construction)
M.M. Schranz Roofing, Inc.	7	4	1	2	--	--	Roofers and Waterproofers
M.T.G. Plumbing Services	1	1	--	--	--	--	Plumbers
Maerzke Brothers, Inc.	2	2	--	--	--	--	Electricians (Construction)
Magaw Electric	4	3	1	--	--	--	Electricians (Construction)
Magill Construction Co.	1	1	--	--	--	--	Operating Engineers
Magnum Plumbing Inc.	1	1	--	--	--	--	Plumbers
Mann Bros. Inc.	8	7	--	--	1	--	Operating Engineers
Mantel, Stark & Tile Co.	2	2	--	--	--	--	Tile Setters
Mared Mechanical Contractors Corp.	16	13	2	--	1	--	Sprinklerfitters, Sheet Metal Workers, Electricians, Environ. Systems Tech.
Marshall Erecting, Inc.	5	5	--	--	--	--	Carpenters (Millwrights and Pile Drivers)
Marshall Hanes Steel Erectors	1	1	--	--	--	--	Iron Workers
Martens Plumbing & Heating, Inc.	1	1	--	--	--	--	Plumbers
Masonry Specialists	1	1	--	--	--	--	Bricklayers
Master Plumbers, Inc.	2	2	--	--	--	--	Plumbers
Math Starck & Sons, Inc.	1	1	--	--	--	--	Carpenters (Construction)
Mc Dermaid Insulation Company	1	1	--	--	--	--	Insulation Workers (Heat & Frost)
McCoy Buildings Systems Inc.	1	1	--	--	--	--	Iron Workers
McCoy Plumbing & Heating Co.	1	1	--	--	--	--	Plumbers
Mclver Electric Inc.	1	1	--	--	--	--	Electricians (Construction)
MCR Services, LLC	1	1	--	--	--	--	Electricians (Construction)
Mechanical Concepts LLC	1	1	--	--	--	--	Environmental Systems Technicians
Mechanical Masters, Inc.	1	1	--	--	--	--	Plumbers
Meer Electric Inc.	2	1	--	1	--	--	Electricians (Construction)
Merit Painting, Inc.	1	1	--	--	--	--	Painters & Decorators
Merle Wuenne Plumbing & Pumps	1	1	--	--	--	--	Plumbers
Metal Buildings of WI, Inc.	1	1	--	--	--	--	Iron Workers
Metcon Building Systems	6	5	--	--	1	--	Iron Workers (Assembler, Metal Building)
Meyers Electric, Inc.	3	3	--	--	--	--	Electricians (Construction)
Meyer's Plumbing Service Ltd.	1	1	--	--	--	--	Plumbers
Michels Pipeline Construction	4	4	--	--	--	--	Construction Craft Laborers, Operating Engineers
Mid City Plumbing & Heating Inc.	4	4	--	--	--	--	Plumbers, Environmental Systems Technicians
Midwestern Roofing & Constr.	12	--	12	--	--	--	Roofers and Waterproofers
Mike The Plumber	1	1	--	--	--	--	Plumbers
Millen Roofing	2	2	--	--	--	--	Roofers and Waterproofers

Employers with Construction Trade Apprentices in Fall 2005 (See source note)	Total	White	African American	Hispanic	Native American	Asian	Construction Trades
Milwaukee Ironworks, LLC	2	2	--	--	--	--	Iron Workers
Milwaukee Plate Glass Company	2	2	--	--	--	--	Glaziers
Miron Construction Co., Inc.	4	4	--	--	--	--	Operating Engineers, Carpenters (Construction)
Mitchell, Brian Construction	1	--	1	--	--	--	Iron Workers
MJ Construction, Inc.	1	--	1	--	--	--	Construction Craft Laborers
Mohrhusen & Associates, Inc.	1	1	--	--	--	--	Plumbers
Mueller Pipeliners Inc.	2	2	--	--	--	--	Operating Engineers
N.J. Schaub & Sons, Inc.	2	1	--	1	--	--	Carpenters (Construction)
NDA Systems, Inc.	6	6	--	--	--	--	Carpenters (Construction)
Nelco Electric Inc.	2	2	--	--	--	--	Electricians (Construction)
Nels Anderson Enterprises, Inc.	1	1	--	--	--	--	Plumbers
New Berlin Grading Inc.	7	6	1	--	--	--	Operating Engineers
New Tech of Wisconsin	2	2	--	--	--	--	Insulation Workers (Heat & Frost)
Norment Security Group Inc.	1	1	--	--	--	--	Iron Workers
Northern Illinois Insulation, Inc.	1	1	--	--	--	--	Insulation Workers (Heat & Frost)
Nostam, Inc.	4	3	--	--	--	1	Carpenters (Construction), Tapers and Finishers
NSI Electrical Contractors, Inc.	5	5	--	--	--	--	Electricians (Construction)
Oak Creek Plumbing	1	1	--	--	--	--	Plumbers
Oak Creek Power LLC	1	--	1	--	--	--	Electricians (Construction)
OIC-GM	1	--	1	--	--	--	Carpenters (Construction)
O'Leary Plumbing & Heating, Inc.	3	3	--	--	--	--	Plumbers
Olympic Wall Systems, Inc.	17	14	3	--	--	--	Carpenters, Tapers, Finishers, Painters, Decorators
Omni Glass and Paint, Inc.	9	8	1	--	--	--	Glaziers
One Source LLC	1	1	--	--	--	--	Carpenters (Millwright)
Oneida Erecting inc.	1	1	--	--	--	--	Iron Workers
Opus North Corporation	2	2	--	--	--	--	Carpenters (Construction), Cement Masons
Oscar J. Boldt Construction Co.	9	8	--	1	--	--	Iron Workers, Operating Engineers, Carpenters
P.J. Electric Co.	2	2	--	--	--	--	Electricians (Construction)
P.J.'s Plumbing Co., Inc.	3	3	--	--	--	--	Plumbers
P.W. Walsh	1	1	--	--	--	--	Carpenters (Construction)
Pace Electric	3	3	--	--	--	--	Electricians (Construction)
Partner's Floor Covering	2	2	--	--	--	--	Carpenters (Floor Coverer)
Payne & Dolan Inc.	28	14	8	4	--	2	Operating Engineers, Construction Craft Laborers
Peak Electric Inc.	1	1	--	--	--	--	Electricians (Construction)
Peck & Weis Inc.	2	2	--	--	--	--	Plumbers
Peerless Electric Co. Inc.	1	1	--	--	--	--	Electricians (Construction)
Peter Schwabe, Inc.	1	1	--	--	--	--	Carpenters (Construction)
Phoenix Plumbing	1	1	--	--	--	--	Plumbers
Pieper Electric DBA Ideal Plumbing	3	2	1	--	--	--	Plumbers
Pieper Electric, Inc.	37	34	3	--	--	--	Electricians, Plumbers
Pinky Electric	1	1	--	--	--	--	Electricians (Residential Wirer)
Platt Construction	3	2	--	1	--	--	Carpenters (Construction)
Plumber System Inc.	1	1	--	--	--	--	Plumbers
Plumbing Doctor	1	1	--	--	--	--	Plumbers

Employers with Construction Trade Apprentices in Fall 2005 (See source note)	Total	White	African American	Hispanic	Native American	Asian	Construction Trades
Plumbing System Inc.	1	1	--	--	--	--	Plumbers
Porta Painting, Inc.	2	2	--	--	--	--	Painters & Decorators
Power Specialties Corporation	1	1	--	--	--	--	Environmental Systems Technicians
Powers Lake Construction Co.	4	4	--	--	--	--	Operating Engineers
Preferred Electric	4	4	--	--	--	--	Electricians (Construction)
Premier Flooring, Inc.	1	1	--	--	--	--	Carpenters (Floor Coverer)
Premier Plumbing, LLC	1	1	--	--	--	--	Plumbers
Price Erecting Inc.	3	2	1	--	--	--	Iron Workers, Carpenters (Millwright)
Professional Systems Analysis	2	2	--	--	--	--	Environmental Systems Technicians
Programmed Painting Service, Inc.	4	3	--	1	--	--	Painters & Decorators
Pyramid Painting & Decorating Inc.	1	1	--	--	--	--	Painters & Decorators
Quality Ceilings, Inc.	3	3	--	--	--	--	Carpenters (Construction)
Quality Engineering, LLC	1	1	--	--	--	--	Electricians (Construction)
Quality Fire Protection	2	1	--	--	--	1	Sprinklerfitters
Quality Remodeling Specialists	1	1	--	--	--	--	Carpenters (Construction)
R & D Thiel, Inc.	1	1	--	--	--	--	Carpenters (Construction)
R.J. Underground Inc.	1	1	--	--	--	--	Operating Engineers
Raab Mechanical, Inc.	3	2	--	1	--	--	Sheet Metal Workers
Ram Electric Midwest, LLC	1	1	--	--	--	--	Electricians (Construction)
Ramlow, R.A. Plbg. Serv.	1	--	--	1	--	--	Plumbers
Rasch Construction & Engineering	1	1	--	--	--	--	Carpenters (Construction)
Rasmusson Electric Inc.	1	1	--	--	--	--	Electricians (Construction)
Rawson Contractors	1	1	--	--	--	--	Operating Engineers
Rawson Plumbing & Piping, LLC	2	2	--	--	--	--	Plumbers
Ray Anderson, Inc.	1	1	--	--	--	--	Bricklayers
Red Cedar Steel Erectors	1	1	--	--	--	--	Iron Workers
Reesman's Excavating & Grading,	3	3	--	--	--	--	Heavy Equipment Operator
Reichl Construction Inc.	3	3	--	--	--	--	Carpenters, Construction Craft Labor, Cement Masons
Reliant Glass and Door Systems	1	1	--	--	--	--	Glaziers
Resilient Flooring	1	--	1	--	--	--	Carpenters (Floor Coverer)
River Park Construction, Inc.	1	1	--	--	--	--	Carpenters (Construction)
RLT, Incorporated	1	1	--	--	--	--	Electricians (Construction)
Robert W. Nelson, Inc.	7	6	--	1	--	--	Carpenters (Construction)
Roberts Roofing & Siding, Inc.	8	4	3	1	--	--	Roofers and Waterproofers, Sheet Metal Workers
Roman Electric Co., Inc.	25	22	2	1	--	--	Electricians (Construction)
Ronald P. Reuter, LLC	1	1	--	--	--	--	Plumbers
Rozelle Ent. Inc. dba Delta Electric	3	3	--	--	--	--	Electricians (Construction)
Rozga Plumbing & Heating Corp.	2	2	--	--	--	--	Plumbers
S & K Pump and Plumbing Inc.	6	6	--	--	--	--	Plumbers
S. P. E., Inc.	2	2	--	--	--	--	Iron Workers
Safway Services, Inc.	7	4	2	1	--	--	Carpenters, Construction Craft Laborers
Sage Company	3	3	--	--	--	--	Sheet Metal Workers
Sanchez Painting & Decorating	2	--	--	2	--	--	Painters & Decorators
Sarauer Plumbing Inc.	1	1	--	--	--	--	Plumbers

Employers with Construction Trade Apprentices in Fall 2005 (See source note)	Total	White	African American	Hispanic	Native American	Asian	Construction Trades
Saukville Plumbing	1	1	--	--	--	--	Plumbers
Scherrer Construction Co., Inc.	1	1	--	--	--	--	Carpenters (Construction)
Schneider Excavating Inc.	3	3	--	--	--	--	Operating Engineers
Schranz Roofing	5	4	--	1	--	--	Sheet Metal Workers
Schroeder Plumbing Co., Inc.	3	3	--	--	--	--	Plumbers
Schultz Plumbing Bath & Kitchen	1	1	--	--	--	--	Plumbers
Selzer-Ornst Co.	2	2	--	--	--	--	Carpenters (Construction)
Service Painting Corporation	6	3	--	3	--	--	Painters & Decorators
Shea-Kenny	1	1	--	--	--	--	Operating Engineers
Signature Group, Inc.	9	8	--	1	--	--	Carpenters, Construction Craft Laborers, Bricklayers, Cement Masons
Sonag Company, Inc.	3	2	1	--	--	--	Bricklayers, Carpenters
Southern Lakes Plumbing Inc.	9	8	--	1	--	--	Plumbers
Sparrow Plumbing, LLC	1	--	--	1	--	--	Plumbers
Specialty Trades Inc.	1	1	--	--	--	--	Electricians (Construction)
Spectrum Contracting	1	1	--	--	--	--	Construction Craft Laborers
Spectrum Electric	5	5	--	--	--	--	Electricians (Construction)
Spende Excavating & Plumbing	1	--	--	--	--	1	Plumbers
Spring City Electric, Inc.	7	7	--	--	--	--	Electricians (Residential Wirer, Construction)
Sprinkmann Sons Corp	4	3	--	1	--	--	Insulation Workers (Heat & Frost), Carpenters
Sprinkmann Sons, Rockford	1	1	--	--	--	--	Insulation Workers (Heat & Frost)
Staff Electric Co., Inc.	19	18	1	--	--	--	Electricians (Construction)
Standard Roofing Co., Inc.	1	1	--	--	--	--	Roofers and Waterproofers
Standing Stone	4	4	--	--	--	--	Iron Workers
Starr Electric, Inc.	1	1	--	--	--	--	Electricians (Construction)
State Painting Company	2	2	--	--	--	--	Painters & Decorators
Steffen Plumbing & Heating, Inc.	1	1	--	--	--	--	Plumbers
Steffes Painting	2	1	--	--	--	1	Painters & Decorators
Steiner Electric Inc.	2	2	--	--	--	--	Electricians (Construction)
Steppo Supply & Construction, Inc.	1	--	1	--	--	--	Construction Craft Laborers
Stoiber Electric Co., Inc.	6	6	--	--	--	--	Electricians (Construction)
Strupp Trucking	1	1	--	--	--	--	Operating Engineers
Sullivan Bros., Inc.	5	4	1	--	--	--	Carpenters (Construction)
Sunnyslope Grading Inc.	7	5	1	1	--	--	Operating Engineers
Super Excavating Inc.	1	1	--	--	--	--	Operating Engineers
Super Sky Constructors	1	1	--	--	--	--	Sheet Metal Workers
Super Western Inc.	3	3	--	--	--	--	Operating Engineers
Superior Masonry Builders, Inc.	5	4	--	--	1	--	Bricklayers, Cement Masons
Surges Electric, Inc.	1	1	--	--	--	--	Electricians (Residential Wirer)
T. J. Hale Company Inc.	4	4	--	--	--	--	Carpenters (Cabinet Makers, Construction)
T.J. Plumbing Co., Inc.	1	1	--	--	--	--	Plumbers
Taagen Plumbing, Inc.	1	1	--	--	--	--	Plumbers
Team Electric Enterprises Inc.	3	3	--	--	--	--	Electricians (Construction)
Terminal-Andrae, Inc.	4	4	--	--	--	--	Electricians (Construction)
The Bentley Co.	2	2	--	--	--	--	Carpenters (Construction)

Employers with Construction Trade Apprentices in Fall 2005 (See source note)	Total	White	African American	Hispanic	Native American	Asian	Construction Trades
The Boldt Company	3	3	--	--	--	--	Operating Engineers
The Gurn Company	1	1	--	--	--	--	Plumbers
The Orlandini Co., Inc.	1	--	--	1	--	--	Carpenters (Floor Coverer)
The Penebaker Enterprises	7	2	3	2	--	--	Roofers and Waterproofers
The Wanasek Corporation	1	1	--	--	--	--	Construction Craft Laborers
Thiessenhusen Plumbing, Inc.	1	1	--	--	--	--	Plumbers
Thomas & Egenhoefer, Inc.	1	1	--	--	--	--	Carpenters (Construction)
Thomas A. Mason Co., Inc.	6	3	1	2	--	--	Carpenters (Floor Coverer), Painters & Decorators
Thomas Glass, Inc.	1	1	--	--	--	--	Glaziers
Tim's Plumbing Co.	1	1	--	--	--	--	Plumbers
Titan Building Co.	1	1	--	--	--	--	Carpenters (Construction)
Total Comfort of Wisconsin, Inc.	27	26	1	--	--	--	Sheet Metal Workers, Plumbers, Environmental Systems Technicians
Town & Country Electric	34	31	1	2	--	--	Electricians, Data Communications Installer
Treider Industries, Inc.	1	--	1	--	--	--	Painters & Decorators
TRS Metal & Roofing	2	2	--	--	--	--	Sheet Metal Workers
Truesdell Corporation	1	--	1	--	--	--	Construction Craft Laborers
U.S. Insulation Co.	3	3	--	--	--	--	Carpenters (Construction)
Uihlein Electric Company Inc.	8	8	--	--	--	--	Electricians (Construction)
Underground Pipeline Inc.	1	1	--	--	--	--	Construction Craft Laborers
United Flooring, Inc.	4	4	--	--	--	--	Carpenters (Floor Coverer)
United States Fire Protection of WI	24	20	2	1	--	1	Sprinklerfitters
United/Anco	3	3	--	--	--	--	Insulation Workers (Heat & Frost)
Urban Herriges & Sons	1	1	--	--	--	--	Carpenters (Construction)
V. M. I. Iron City Erectors	1	1	--	--	--	--	Iron Workers
Valoe Plastering, Inc.	1	1	--	--	--	--	Tapers and Finishers
Van Ert Electric Company, Inc.	3	3	--	--	--	--	Electricians (Construction)
Van's Electric Service, Inc.	2	1	--	--	--	1	Electricians (Construction)
Vans Roofing Inc.	6	4	--	2	--	--	Roofers and Waterproofers
Venture Elect. Contr. Inc.	14	13	1	--	--	--	Electricians (Construction)
Ver Halen, Inc.	4	4	--	--	--	--	Carpenters (Construction)
Vincent Plumbing & Heating Inc	1	1	--	--	--	--	Plumbers
VJS Construction Services	5	2	3	--	--	--	Carpenters, Construction Craft Laborers
W.J. Butzen Roofing & Sheet Metal	1	1	--	--	--	--	Roofers and Waterproofers
Wall Systems Unlimited	1	1	--	--	--	--	Painters & Decorators
Washington Group	3	2	--	--	--	1	Iron Workers, Operating Engineers
Washington Group Intl.	4	4	--	--	--	--	Iron Workers
Weidert Electric Inc.	3	3	--	--	--	--	Electricians (Construction)
Wellcraft Electrical Contracting	2	2	--	--	--	--	Electricians (Construction)
Wellenstein and Sons, Inc.	9	9	--	--	--	--	Carpenters (Construction)
West Bend Glass	2	2	--	--	--	--	Glaziers
Westar Plumbing, Inc.	1	1	--	--	--	--	Plumbers
Wester Electric Inc.	1	1	--	--	--	--	Electricians (Construction)
Widowski Master Plbrs. Inc.	1	1	--	--	--	--	Plumbers

Employers with Construction Trade Apprentices in Fall 2005 (See source note)	Total	White	African American	Hispanic	Native American	Asian	Construction Trades
Wilke Electric Inc.	2	2	--	--	--	--	Electricians (Construction)
Williams Zachow & Son	2	1	1	--	--	--	Plumbers
Willkomm Excavating & Grading	8	7	--	1	--	--	Operating Engineers, Construction Craft Laborers
Wil-Surge Electric, Inc.	4	4	--	--	--	--	Electricians (Construction)
Winding Roofing Company, Inc.	3	2	--	1	--	--	Roofers and Waterproofers
Winghart Inc.	1	--	--	1	--	--	Carpenters (Construction)
Wisconsin Fire Protection	5	4	--	1	--	--	Sprinklerfitters
Wisconsin Power Constructors	5	4	1	--	--	--	Carpenters, Heat & Frost Insulators, Plumbers
Wistl Builders, Inc.	1	1	--	--	--	--	Carpenters (Construction)
Wm Beaudoin & Sons Inc.	2	--	2	--	--	--	Cement Masons-Heavy Highway
Wolf Electric Services, Inc.	1	1	--	--	--	--	Electricians (Construction)
Zachow, Wm & Sons Plbg.	1	1	--	--	--	--	Plumbers
Zenith Tech, Inc.	22	12	5	5	--	--	Operating Engineers, Carpenters, Constr. Craft Laborers, Cement Masons-Heavy Highway
Zien Service Inc.	5	5	--	--	--	--	Plumbers, Sheet Metal Workers
Zignego Company, Inc.	12	7	--	5	--	--	Concrete Finishers, Heavy Equipment Operators
Zubrod Directional Boring LLC	1	1	--	--	--	--	Operating Engineers

Source: Analysis of data obtained from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards for the Milwaukee Branch of the NAACP. Data are reported by the following joint apprenticeship committees: Milwaukee Area Electrical, Milwaukee Area Bricklaying, Milwaukee Area Ironworking, Milwaukee Area Plumbing, Milwaukee Area Sheet Metal, Milwaukee Area Cement Masonry, Milwaukee Painting and Decorating, Milwaukee Area Sprinkler Fitting, Southern WI Area Carpentry, Southern WI Heat & Frost Insulators, Southeastern Glazing, Milwaukee Area Tile Setters, SE Wisconsin Roofing & Waterproofing, and Associated Builders and Contractors of WI-Waukesha. Apprentices under the (statewide) 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. Apprentices under the Milwaukee Area Steamfitter Joint Apprenticeship Committee are not included.

III. Number and Percent of Minority Apprentices by Trade for the Last Six Years

A. Milwaukee Area Bricklaying Joint Apprenticeship Committee

The Milwaukee Area Bricklaying Joint Apprenticeship Committee reported 41 apprentices as of 2005 (September), 50 apprentices in 2003 (March), 36 in 2001 (June), and 43 in 1999 (September).

- Twenty-two percent of the bricklayer apprentices are held by minorities, including 8 African Americans and 1 Hispanic in 2005.
- This trade has shown improvements in the number of African American apprentices, from 1 in 1999 to 8 in 2005.

Bricklayer Apprentices Sponsored by the Milwaukee Area Bricklaying Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2005	41	8	1	--	--	32
2003	50	4	3	1	--	42
2001	36	2	--	--	--	34
1999	43	1	3	--	--	39

Bricklayer Apprentices: Percentages by Race/Ethnicity

Year	Total	African American	Hispanic	Native American	Asian	White
2005	100.0%	19.5%	2.4%	--	--	78.0%
2003	100.0%	8.0%	6.0%	2.0%	--	84.0%
2001	100.0%	5.6%	--	--	--	94.4%
1999	100.0%	2.3%	7.0%	--	--	90.7%

- The percentage of bricklayer apprentices who are African American has steadily increased over the last six years, from 2.3% in 1999 to 19.5% this year.

Bricklayer Apprentices, as of September 21, 2005

Employers of Bricklayer Apprentices	Total	African American	Hispanic	Native American	Asian	White
Arteaga Construction Inc.	5	5	--	--	--	--
Bill Dentinger, Inc.	2	--	--	--	--	2
Cleveland Marble Mosaic Co.	1	--	--	--	--	1
Ed Prager and Sons, Inc.	3	--	--	--	--	3
Forston Construction	1	--	--	--	--	1
Fred Kinateder Masonry, Inc.	6	--	--	--	--	6
Gresser Companies, Inc.	1	1	--	--	--	--
Gruman Construction, Inc.	3	1	--	--	--	2
Hapka Construction, Inc.	1	--	--	--	--	1
Hunzinger Corporation	1	--	--	--	--	1
J. H. Hassinger, Inc.	5	--	--	--	--	5
Kotze Construction Co., Inc.	1	--	--	--	--	1
Luterbach Construction Co., Inc.	1	--	1	--	--	--
Masonry Specialists	1	--	--	--	--	1
Ray Anderson, Inc.	1	--	--	--	--	1
Signature Group, Inc.	2	--	--	--	--	2
Sonag Company, Inc.	2	1	--	--	--	1
Superior Masonry Builders, Inc.	4	--	--	--	--	4
Total Milwaukee Area Bricklaying JAC	41	8	1	--	--	32

- The highest employment of minority apprentices is with Arteaga Construction, which is employing 5 African American bricklayer apprentices.

B. Southeast WI Carpentry Joint Apprenticeship Committee

Reports by the Southeast WI Carpentry Joint Apprenticeship Committee showed 267 apprentices in 2005 (September), 301 in 2003 (March), 328 in 2001 (June), and 309 in 1999 (September).

- The vast majority of carpenter apprentices in the Milwaukee area continue to be white males.
- There are currently nine white carpenter apprentices employed for every 1 African American apprentice, and 14 white apprentices for every 1 Hispanic apprentice.

Carpenter Apprentices Sponsored by the Southeast WI Carpentry Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2005	267	24	16	3	--	224
2003	301	13	11	4	--	273
2001	328	16	15	4	2	291
1999	309	19	15	5	2	268

Carpenter Apprentices: Percentages by Race/Ethnicity

Year	Total	African American	Hispanic	Native American	Asian	White
2005	100.0%	9.0%	6.0%	1.1%	--	83.9%
2003	100.0%	4.3%	3.7%	1.3%	--	90.7%
2001	100.0%	4.9%	4.6%	1.2%	0.6%	88.7%
1999	100.0%	6.1%	4.9%	1.6%	0.6%	86.7%

- The increased percentage of minorities in carpenter apprentices (16.1% in 2005, compared to 13.3% in 1999) has resulted from declines in the numbers of white apprentices rather than overall increases in the numbers of minority apprentices.

- Only 1 company (Zenith Tech) employed 3 African Americans as carpenter apprentices, and 4 companies employed 2 African Americans as carpenter apprentices (C.G. Schmidt, Jahn & Sons, JFK Builders, VJS Construction Services), as of September 21, 2005.
- Zenith Tech and JFK Builders also employed 2 Hispanic apprentices each.
- The largest employer of white apprentices (JFK Builders) employed 25 white carpenter apprentices in 2005.

Carpenter Apprentices, as of September 21, 2005

Employers of Carpenter Apprentices	Total	African American	Hispanic	Native American	Asian	White
<u>Carpenters (Cabinet Markers)</u>						
A. J. Pietsch Co.	3	--	--	--	--	3
Cathedral Builders, Inc.	1	--	--	--	--	1
T. J. Hale Company Inc.	3	--	--	--	--	3
<u>Carpenters (Construction)</u>						
ABC & L Constr. Co., Inc.	1	--	--	--	--	1
Abco Building Corporation	1	--	--	--	--	1
August H. Wulf Co., Inc.	1	--	--	--	--	1
B & D Contractors, Inc.	6	1	--	2	--	3
Bane-Nelson, Inc.	1	--	--	--	--	1
Beeler Const., Inc.	2	--	--	--	--	2
Berghammer Construction Corp.	2	--	--	--	--	2
Beyer Construction	6	1	--	--	--	5
Biehn Corp.	1	--	--	--	--	1
Building Service, Inc.	2	--	1	--	--	1
Burkhart Construction Corp.	1	--	--	--	--	1
C.D. Smith Construction Co.	1	--	--	--	--	1
C.G. Schmidt, Inc.	8	2	--	--	--	6
Carlsen Bros. Interior Contractors	1	--	--	--	--	1
Cathedral Builders, Inc.	3	--	--	1	--	2
Central Contractors Corp of S E WI	3	--	--	--	--	3
Cesarz Drywall, Inc.	2	--	--	--	--	2
Dahlmann Construction Co.	2	--	--	--	--	2
Davco Development Corporation	1	--	--	--	--	1
Delta T Constr. Co., Inc.	3	--	--	--	--	3
Hetzel-Sanfilippo, Inc.	2	--	--	--	--	2
Hunzinger Construction Co.	3	1	--	--	--	2
J. H. Hassinger, Inc.	1	--	--	--	--	1
J. H. Findorff & Son	5	1	--	--	--	4
J. P. Cullen and Sons, Inc.	2	--	--	--	--	2
J. F. Cook Co., Inc.	1	1	--	--	--	--

Employers of Carpenter Apprentices	Total	African American	Hispanic	Native American	Asian	White
Jahn & Sons, Inc.	4	2	--	--	--	2
Jens Construction Corp	2	--	--	--	--	2
JFK Builders, Inc.	29	2	2	--	--	25
John Beres Builders, Inc.	6	--	--	--	--	6
Joseph Lorenz, Inc.	1	--	--	--	--	1
KBS Construction	4	--	--	--	--	4
Kerkman Construction LLC	1	--	--	--	--	1
KPH Construction Corp.	1	--	--	--	--	1
Krebs Construction LLC	2	--	--	--	--	2
Lange Drywall Inc.	3	--	--	--	--	3
Levy Company (The)	1	--	1	--	--	--
Liberty Builders of WI	2	--	--	--	--	2
Lunda Construction	2	--	--	--	--	2
Math Starck & Sons, Inc.	1	--	--	--	--	1
Miron Construction Co., Inc.	1	--	--	--	--	1
N.J. Schaub & Sons, Inc.	2	--	1	--	--	1
NDA Systems, Inc.	6	--	--	--	--	6
Nostam, Inc.	3	--	--	--	--	3
OIC-GM	1	1	--	--	--	--
Olympic Wall Systems, Inc.	9	1	--	--	--	8
Opus North Corporation	1	--	--	--	--	1
Oscar J. Boldt Construction	1	--	--	--	--	1
P.W. Walsh	1	--	--	--	--	1
Peter Schwabe, Inc.	1	--	--	--	--	1
Platt Construction	3	--	1	--	--	2
Quality Ceilings, Inc.	3	--	--	--	--	3
R & D Thiel, Inc.	1	--	--	--	--	1
Rasch Construction & Engineering In	1	--	--	--	--	1
Reichl Construction Inc.	1	--	--	--	--	1
River Park Construction, Inc.	1	--	--	--	--	1
Robert W. Nelson, Inc.	7	--	1	--	--	6
Safway Services, Inc.	6	1	1	--	--	4
Scherrer Construction Co., Inc.	1	--	--	--	--	1
Selzer-Ornst Co.	2	--	--	--	--	2
Signature Group, Inc.	3	--	1	--	--	2
Sonag Company, Inc.	1	--	--	--	--	1
Sprinkmann Sons Corp	2	--	1	--	--	1
Sullivan Bros., Inc.	5	1	--	--	--	4
T. J. Hale Company Inc.	1	--	--	--	--	1
The Bentley Co.	2	--	--	--	--	2
Thomas & Egenhoefer, Inc.	1	--	--	--	--	1
Titan Building Co.	1	--	--	--	--	1
U.S. Insulation Co.	3	--	--	--	--	3

Employers of Carpenter Apprentices	Total	African American	Hispanic	Native American	Asian	White
Ver Halen, Inc.	4	--	--	--	--	4
VJS Construction Services	4	2	--	--	--	2
Wellenstein and Sons, Inc.	9	--	--	--	--	9
Winghart Inc.	1	--	1	--	--	--
Wisconsin Power Constructors LLC	2	1	--	--	--	1
Zenith Tech, Inc.	4	3	1	--	--	--
<u>Carpenters (Floor Coverer)</u>						
Building Service, Inc.	3	--	--	--	--	3
Commercial Flooring, Inc.	1	--	--	--	--	1
Hahn's Badger Carpet Service, Inc.	1	--	--	--	--	1
Lippert Tile Co., Inc.	4	--	--	--	--	4
Partner's Floor Covering	2	--	--	--	--	2
Premier Flooring, Inc.	1	--	--	--	--	1
Resilient Flooring	1	1	--	--	--	--
The Orlandini Co., Inc.	1	--	1	--	--	--
Thomas A. Mason Co., Inc.	3	1	1	--	--	1
United Flooring, Inc.	4	--	--	--	--	4
<u>Carpenter (Lather)</u>						
Davco Development Corporation	1	--	--	--	--	1
Olympic Wall Systems, Inc.	1	--	--	--	--	1
<u>Carpenter (Millwrights)</u>						
Bane-Nelson, Inc.	1	--	--	--	--	1
C.D. Smith Construction Co.	1	--	--	--	--	1
Doral Corporation	5	1	1	--	--	3
Marshall Erecting, Inc.	4	--	--	--	--	4
One Source LLC	1	--	--	--	--	1
Price Erecting Inc.	1	--	--	--	--	1
<u>Carpenters (Pile Drivers)</u>						
Edward E. Gillen Co.	2	--	--	--	--	2
Kadinger Marine	1	--	--	--	--	1
Marshall Erecting, Inc.	1	--	--	--	--	1
Zenith Tech, Inc.	4	--	1	--	--	3
Total SE WI Area Carpentry JAC	267	24	16	3	--	224

C. Milwaukee Area Cement Masonry Joint Apprenticeship Committee

The Milwaukee Area Cement Masonry Joint Apprenticeship Committee sponsored 17 apprentices employed as of 2005 (September), 31 apprentices in 2003 (March), 24 in 2001 (June), and 20 in 1999 (September).

- Nearly half of the current cement mason apprentices are minorities, including 4 African Americans, 3 Hispanics, and 1 Native American.

Cement Mason Apprentices Sponsored by the Milwaukee Area Cement Masonry Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2005	17	4	3	1	--	9
2003	31	7	3	1	--	20
2001	24	5	1	--	--	18
1999	20	3	1	--	--	16

Cement Mason Apprentices: Percentages by Race/Ethnicity

Year	Total	African American	Hispanic	Native American	Asian	White
2005	100.0%	23.5%	17.6%	5.9%	--	52.9%
2003	100.0%	22.6%	9.7%	3.2%	--	64.5%
2001	100.0%	20.8%	4.2%	--	--	75.0%
1999	100.0%	15.0%	5.0%	--	--	80.0%

- The cement mason apprenticeship program has show a steady increase in percentages of minority apprentices.
- This year, the number of minority apprentices declined by 2 (from 11 in March 2003 to 8 in September 2005) while the number of white apprentices dropped by almost half (from 20 in March 2003 to 9 in September 2005).

- All 14 companies employing cement mason apprentices in September 2005 have white apprentices. Only 4 have African American apprentices, 2 have Hispanic apprentices, and 1 has a Native American apprentice.
- Three of four cement mason apprentices at Zenith Tech are minorities (1 African American and 2 Hispanics).

Cement Mason Apprentices, as of September 2005

Employers of Cement Mason Apprentices	Total	African American	Hispanic	Native American	Asian	White
<u>Cement Masons</u>						
Clayton Pichler Construction	1	--	--	--	--	1
Dahlmann Construction Co.	1	1	--	--	--	--
J. H. Findorff & Son, Inc.	1	--	--	--	--	1
Opus North Corporation	1	--	--	--	--	1
Reichl Construction Inc.	1	--	--	--	--	1
Signature Group, Inc.	1	--	--	--	--	1
Superior Masonry Builders, Inc.	1	--	--	1	--	--
<u>Cement Masons (Heavy Highway)</u>						
Black Diamond, Inc.	1	--	1	--	--	--
Capitol Pavers, Inc.	2	--	--	--	--	2
J & A Pohl Inc.	1	1	--	--	--	--
James Cape & Sons Company	1	--	--	--	--	1
Wm Beaudoin & Sons Inc.	1	1	--	--	--	--
Zenith Tech, Inc.	4	1	2	--	--	1
Total Milwaukee Area Cement Masonry JAC	17	4	3	1	--	9

D. SE Wisconsin Construction Craft Laborers Joint Apprenticeship Committee

The Southeast Wisconsin Construction Craft Laborers Joint Apprenticeship Committee sponsored 47 apprentices as of September 2005.

- Slightly over half (51%) of the construction craft laborer apprentices were held by minorities, including 19 African Americans (40% of all apprentices), 4 Hispanics (8.5% of apprentices), and 1 Asian (2.1%).

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

Apprentices, as of Sept. 21, 2005	Total	African American	Hispanic	Native American	Asian	White
Total	47	19	4	--	1	23
Percent of Total	100.0%	40.4%	8.5%	0.0%	2.1%	48.9%

- The majority of the 13 construction craft laborers at Payne & Dolan are minorities (including 7 African Americans, 1 Hispanic, and 1 Asian.
- In all, 16 of the companies employing construction craft laborer apprentices have at least 1 minority apprentice, while 11 have only white apprentices.

Construction Craft Laborer Apprentices, as of September 21, 2005

Employers of Construction Craft Laborers	Total	African American	Hispanic	Native American	Asian	White
Advanced Sewer & Water Inc.	1	--	--	--	--	1
American Sewer Service	1	--	--	1	--	--
Arteaga Construction Inc.	1	1	--	--	--	--
Bane-Nelson, Inc.	4	1	1	--	--	2
C. D. Smith Construction Co.	1	1	--	--	--	--
C.G. Schmidt, Inc.	1	1	--	--	--	--
Central Contractors Corp of S.E. WI	1	1	--	--	--	--
Clayton Pichler Construction	1	--	--	--	--	1
Ed Prager and Sons, Inc.	1	--	--	--	--	1
Globe Contractors, Inc.	2	--	--	--	--	2
Gruman Construction, Inc.	1	--	--	--	--	1
Holland Construction LLC	1	1	--	--	--	--
MJ Construction, Inc.	1	1	--	--	--	--
Michels Pipeline Construction	1	--	--	--	--	1
Payne & Dolan Inc.	13	7	1	--	1	4
Reichl Construction Inc.	1	--	--	--	--	1
Safway Services, Inc.	1	1	--	--	--	--
Signature Group, Inc.	3	--	--	--	--	3
Spectrum Contracting	1	--	--	--	--	1
Steppo Supply & Construction, Inc.	1	1	--	--	--	--
The Wanasek Corporation	1	--	--	--	--	1
Truesdell Corporation	1	1	--	--	--	--
Underground Pipeline Inc.	1	--	--	--	--	1
VJS Construction Services	1	1	--	--	--	--
Willkomm Excavating & Grading	3	--	1	--	--	2
Zenith Tech, Inc.	2	1	--	--	--	1
Total SE WI Construction Craft Laborers JAC	47	19	3	1	1	23

E. Milwaukee Area Electrical Joint Apprenticeship and Training Committee

The Milwaukee Area Electrical Joint Apprenticeship and Training Committee sponsored 201 apprentices in 2005 (September), 288 in 2003 (March), 304 in 2001 (June), and 231 in 1999 (September).

- The vast majority of electrician apprentices in the Milwaukee area continue to be whites.
- There are currently 17 minorities in electrician apprenticeship programs, compared to 184 whites.
- Seven of the 8 current female apprentices are white.

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

Year	Total	African American	Hispanic	Native American	Asian	White
2005	201	11	5	1	--	184
2003	288	7	8	1	--	272
2001	304	14	8	2	1	279
1999	231	12	4	2	1	212

Electrician Apprentices: Percentages by Race/Ethnicity

Year	Total	African American	Hispanic	Native American	Asian	White
2005	100.0%	5.5%	2.5%	0.5%	--	91.5%
2003	100.0%	2.4%	2.8%	0.3%	--	94.4%
2001	100.0%	4.6%	2.6%	0.7%	0.3%	91.8%
1999	100.0%	5.2%	1.7%	0.9%	0.4%	91.8%

- A total of 11 African Americans, 5 Hispanics and 1 Native American are electrician apprentices in the Milwaukee area served by the Milwaukee Area Electrical Joint Apprenticeship and Training Committee, compared to 184 white apprentices, as of September 2005.
- The percentage of electrician apprentices who are white has remained at 91% or above over the last six years.

- Two companies have 3 non-white electrician apprentices: Pieper Electric (with 3 African Americans and 32 white apprentices) and Roman Electric Co. (which has 22 white apprentices, 2 African American apprentices, and 1 Hispanic apprentice). Lemberg Electric has 2 non-white apprentices (out of 12).
- All but 1 of the 40 companies with electrician apprentices have at least one white apprentice. At the same time, 32 companies have no minority apprentices.

Electrician Apprentices, as of September 21, 2005

Employers of Electrician Apprentices	Total	African American	Hispanic	Native American	Asian	White
<u>Construction Electricians</u>						
A-Tec	1	--	--	--	--	1
Ardell Electric	3	--	--	--	--	3
Butters-Fetting Company	1	--	--	--	--	1
C.W. Enterprise Electric Co., Inc.	3	1	--	--	--	2
Dairyland Electric	2	--	1	--	--	1
Dnesco Electrical Contr.	7	--	1	--	--	6
Good Electric Company	2	1	--	--	--	1
Grunau Company Inc.	2	--	--	--	--	2
HVA Products inc.	1	--	--	--	--	1
Habermehl Electric, Inc.	3	--	--	--	--	3
Hurt Electric, Inc.	1	--	--	--	--	1
J & J Electric Co. Inc.	1	--	--	--	--	1
Jordan Electric, Inc.	1	--	--	--	--	1
Lemberg Electric Co.	12	--	1	1	--	10
Lombard Electric Co.	1	--	--	--	--	1
Magaw Electric	4	1	--	--	--	3
Mared Mechanical Contractors Corp.	2	--	--	--	--	2
Mclver Electric Inc.	1	--	--	--	--	1
Meer Electric Inc.	2	--	1	--	--	1
Nelco Electric Inc.	2	--	--	--	--	2
Oak Creek Power LLC	1	1	--	--	--	--
Pace Electric	3	--	--	--	--	3
Peerless Electric Co. Inc.	1	--	--	--	--	1
Pieper Electric, Inc.	34	3	--	--	--	31
Preferred Electric	4	--	--	--	--	4
RLT, Incorporated	1	--	--	--	--	1
Roman Electric Co., Inc.	22	1	1	--	--	20
Spectrum Electric	5	--	--	--	--	5
Spring City Electric, Inc.	3	--	--	--	--	3
Staff Electric Co., Inc.	19	1	--	--	--	18
Stoiber Electric Co., Inc.	6	--	--	--	--	6
Terminal-Andrae, Inc.	4	--	--	--	--	4

Employers of Electrician Apprentices	Total	African American	Hispanic	Native American	Asian	White
Uihlein Electric Company Inc.	8	--	--	--	--	8
Van Ert Electric Company, Inc.	3	--	--	--	--	3
Venture Elect. Contr. Inc.	14	1	--	--	--	13
Wil-Surge Electric, Inc.	4	--	--	--	--	4
Wolf Electric Services, Inc.	1	--	--	--	--	1
<u>Residential Wirers</u>						
JSE Electrical Contractors, Inc.	6	--	--	--	--	6
Roman Electric Co., Inc.	3	1	--	--	--	2
Pieper Electric, Inc.	1	--	--	--	--	1
Pinky Electric	1	--	--	--	--	1
Spring City Electric, Inc.	4	--	--	--	--	4
Surges Electric, Inc.	1	--	--	--	--	1
Total Milwaukee Area Electrical JAC	201	11	5	1	--	184

F. Southeastern Glazing Joint Apprenticeship Committee

The Southeastern Glazing Joint Apprenticeship Committee sponsored 39 apprentices as of 2005 (September), 52 apprentices in 2003 (March), 39 in 2001 (June), and 27 in 1999 (September).

- Ninety percent of glazier apprentices in 2005 (September) are white males. Only 1 African American, 2 Hispanic, and 1 Native American apprentices were employed.

Glazier Apprentices Sponsored by the Southeastern Glazing Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2005	39	1	2	1	--	35
2003	52	2	2	2	--	46
2001	39	1	2	2	--	34
1999	27	--	1	3	--	23

Glazier Apprentices: Percentages by Race/Ethnicity

Year	Total	African American	Hispanic	Native American	Asian	White
2005	100.0%	2.6%	5.1%	2.6%	--	89.7%
2003	100.0%	3.8%	3.8%	3.8%	--	88.5%
2001	100.0%	2.6%	5.1%	5.1%	--	87.2%
1999	100.0%	--	3.7%	11.1%	--	85.2%

- The percentage of glazier apprentices who are white has increased from 1999 to 2005, while only a handful of minorities are in the program.
- Twelve of the 15 companies with glazier apprentices have no minority apprentices. The three companies with minority apprentices include H J Martin & Son (with 1 Hispanic, 1 Native American, and 5 white apprentices), Lurie Glass Company (with 1 Hispanic and 3 white apprentices), and Omni Glass and Paint (with 1 African American and 8 white apprentices).

Glazier Apprentices, as of September 21, 2005

Employers of Glazier Apprentices	Total	African American	Hispanic	Native American	Asian	White
Energy Glass Erectors, Inc.	1	--	--	--	--	1
Energy Saving Windows, Inc.	1	--	--	--	--	1
Fox Valley Gazing, Inc.	1	--	--	--	--	1
H J Martin & Son Inc.	7	--	1	1	--	5
Heritage Glass Incorporated	4	--	--	--	--	4
Hoffer Glass Systems	1	--	--	--	--	1
Home Glass Co. Inc.	1	--	--	--	--	1
Klein Dickert Kenosha	2	--	--	--	--	2
Klein-Dickert Milwaukee	2	--	--	--	--	2
Lake City Glass, Inc.	1	--	--	--	--	1
Lurie Glass Company	4	--	1	--	--	3
Milwaukee Plate Glass Company	2	--	--	--	--	2
Omni Glass and Paint, Inc.	9	1	--	--	--	8
Reliant Glass and Door Systems LLC	1	--	--	--	--	1
West Bend Glass	2	--	--	--	--	2
Total Southeastern Glazing JAC	39	1	2	1	--	35

G. Southern WI Heat & Frost Insulators Joint Apprenticeship Committee

The Southern WI Heat & Frost Insulators Joint Apprenticeship Committee sponsored 46 apprentices as of 2005 (September), 55 apprentices in 2003 (March), 56 in 2001 (June), and 47 in 1999 (September).

- The vast majority (93%) of heat & frost insulator apprentices are white males. In September 2005, only 1 African American and 1 Native American were employed in the apprenticeship program.

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

Year	Total	African American	Hispanic	Native American	Asian	White
2005	46	1	--	1	--	44
2003	55	1	--	1	--	53
2001	56	1	1	--	--	54
1999	47	1	1	--	--	45

Heat & Frost Insulator Apprentices: Percentages by Race/Ethnicity

Year	Total	African American	Hispanic	Native American	Asian	White
2005	100.0%	2.2%	--	2.2%	--	95.7%
2003	100.0%	1.8%	--	1.8%	--	96.4%
2001	100.0%	1.8%	1.8%	--	--	96.4%
1999	100.0%	2.1%	2.1%	--	--	95.7%

- The percentage of minorities in apprenticeship programs remained the same in 2005 (September) as in 1999 (September).
- This trade had no more than 2 minorities sponsored in any of the four years analyzed.

- All 13 companies with apprentices employ at least one white apprentice, as of September 2005.
- Only 1 company (L & S Insulation) employs an African American apprentice, and 1 company (Insulation Industries) employs a Native American apprentice.

Heat and Frost Insulation Worker Apprentices, as of September 2005

Employers of Heat & Frost Insulation Worker Apprentices	Total	African American	Hispanic	Native American	Asian	White
ABC Insulation	3	--	--	--	--	3
All-Temp Insulation, Inc.	1	--	--	--	--	1
Express Insulation, Inc.	7	--	--	--	--	7
Fibre-Fab of La Crosse Inc.	1	--	--	--	--	1
Insulation Industries, Inc.	14	--	--	1	--	13
L & S Insulation, Inc.	8	1	--	--	--	7
Mc Dermaid Insulation Company	1	--	--	--	--	1
New Tech of Wisconsin	2	--	--	--	--	2
Northern Illinois Insulation, Inc.	1	--	--	--	--	1
Sprinkmann Sons Corp	2	--	--	--	--	2
Sprinkmann Sons, Rockford	1	--	--	--	--	1
United/Anco	3	--	--	--	--	3
Wisconsin Power Constructors LLC	2	--	--	--	--	2
Total Southern WI Heat & Frost Insulators	46	1	--	1	--	44

H. Milwaukee Area Ironworking Joint Apprenticeship Committee

The Milwaukee Area Ironworking Joint Apprenticeship Committee reported 94 apprentices as of 2005 (September), 97 apprentices in 2003 (March), 157 in 2001 (June), and 126 in 1999 (September).

- Twelve percent of the ironworker apprentices are minorities, including 4 African Americans, 4 Hispanics, 2 Native Americans, and 1 Asian.
- Larger numbers of Hispanics were employed as apprentices in 1999 and 2001 than in 2003 or 2005.

Ironworker Apprentices Sponsored by the Milwaukee Area Ironworking Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2005	94	4	4	2	1	83
2003	97	3	4	--	--	90
2001	157	4	14	5	--	134
1999	126	3	13	6	--	104

Ironworker Apprentices: Percentages by Race/Ethnicity

Year	Total	African American	Hispanic	Native American	Asian	White
2005	100.0%	4.3%	4.3%	2.1%	1.1%	88.3%
2003	100.0%	3.1%	4.1%	--	--	92.8%
2001	100.0%	2.5%	8.9%	3.2%	--	85.4%
1999	100.0%	2.4%	10.3%	4.8%	--	82.5%

- The percentage of ironworker apprentices who are white has increased from 82.5% in September 1999 to 88.3% in September 2005.
- The percentage of ironworker apprentices who are Hispanic dropped from a high of 10.3% in September 1999 to 4.3% in September 2005.
- All but 2 of the 34 companies with iron worker apprentices have white apprentices, but only 7 companies have non-white apprentices.
- Two companies have 10 or more iron worker apprentices: Chilstrom Erecting Co. (with 13 white and 1 Hispanic apprentices) and Construction Supply and Erection (with 7 white, 2 Hispanic, and 1 Native American apprentices).

Iron Worker Apprentices, as of September 21, 2005

Employers of Iron Worker Apprentices	Total	African American	Hispanic	Native American	Asian	White
<u>Iron Workers</u>						
A. C. Deliovade Inc.	1	--	--	--	--	1
American Ornamental Iron, Inc.	1	--	--	--	--	1
Area Erectors, inc.	2	--	--	--	--	2
Azco, Inc.	1	--	--	--	--	1
Becker Ornamental Iron, Inc.	2	--	--	--	--	2
C. D. Smith Construction Co.	6	--	--	--	--	6
C. R. Meyer & Sons Co.	2	--	--	--	--	2
Chilstrom Erecting Co.	14	--	1	--	--	13
Choice Construction Companies Inc.	3	--	--	--	--	3
Construction Supply & Erection	10	--	2	1	--	7
Danny's Construction	1	--	--	--	--	1
Day & Zimmermann NPS inc.	1	--	--	--	--	1
Doral Corporation	3	--	1	--	--	2
Hallman Gen. Contracting, Inc.	1	--	--	--	--	1
Hi-Boom Erecting, inc.	2	--	--	--	--	2
International Erectors, Inc.	3	--	--	--	--	3
Interstate Erecting, Inc.	3	--	--	--	--	3
Marshall Hanes Steel Erectors, Inc.	1	--	--	--	--	1
McCoy Buildings Systems Inc.	1	--	--	--	--	1
Metal Buildings of WI, Inc.	1	--	--	--	--	1
Milwaukee Ironworks, LLC	2	--	--	--	--	2
Mitchell, Brian Construction	1	1	--	--	--	--
Norment Security Group Inc.	1	--	--	--	--	1
Oneida Erecting inc.	1	--	--	--	--	1
Oscar J. Boldt Construction Co.	4	--	--	--	--	4
Price Erecting Inc.	2	1	--	--	--	1
Red Cedar Steel Erectors	1	--	--	--	--	1
S. P. E., Inc.	2	--	--	--	--	2
Standing Stone	4	--	--	--	--	4
V. M. I. Iron City Erectors	1	--	--	--	--	1
Washington Group	5	--	--	--	1	4
<u>Iron Workers (Assemblers, Metal Building)</u>						
C. R. Meyer & Sons Co.	1	--	--	--	--	1
J.P. Construction	3	2	--	--	--	1
Metcon Building Systems	6	--	--	1	--	5
Oscar J. Boldt Construction Co.	1	--	--	--	--	1
Total Milwaukee Area Ironworking JAC	94	4	4	2	1	83

I. Milwaukee Painting and Decorating Joint Apprenticeship Committee

The Milwaukee Painting and Decorating Joint Apprenticeship Committee sponsored 49 apprentices employed as of 2005 (September), 76 apprentices in 2003 (March), 81 in 2001 (June), and 64 in 1999 (September).

- There are only 3 African Americans in the painting and decorating apprenticeship program (as of September 2005), compared to 9-10 in the program in 1999 and 2001.
- Hispanics comprise 16% of current apprentices.

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

Year	Total	African American	Hispanic	Native American	Asian#	White
2005	49	3	8	--	2	36
2003	76	3	7	--	--	66
2001	81	9	6	--	--	66
1999	64	10	1	--	--	53

#Includes Hawaiian/Pacific

Painter & Decorator Apprentices: Percentages by Race/Ethnicity

Year	Total	African American	Hispanic	Native American	Asian	White
2005	100.0%	6.1%	16.3%	--	4.1%	73.5%
2003	100.0%	3.9%	9.2%	--	--	86.8%
2001	100.0%	11.1%	7.4%	--	--	81.5%
1999	100.0%	15.6%	1.6%	--	--	82.8%

- The percentage of apprentices who are African American dropped from 15.6% in 1999 (September) to 3.9% in 2003 (March).
- The percentage of apprentices who are Hispanic has shown steady increases over the last six years.

- Nine of the companies with painter apprentices have at least 1 minority apprentice, while 15 have no minorities. By contrast, 32 of the 36 companies have white apprentices.
- One employer, Service Painting Corporation, has 3 minority apprentices, and 2 employers, Olympic Wall Systems and Sanchez Painting & Decorating, have 2 minority apprentices.

Painting & Decorating Apprentices, as of September 21, 2005

Employers of Painting & Decorating Apprentices	Total	African American	Hispanic	Native American	Asian	White
<u>Painters and Decorators</u>						
Action Building Contractors, inc.	1	--	--	--	--	1
Action Interior Services, inc.	1	--	--	--	--	1
Building Service, Inc.	2	--	--	--	--	2
Commercial Walls & Ceilings Co.	1	--	--	--	--	1
Davco Development Corporation	1	--	1	--	--	--
Double T Enterprises, Inc.	1	--	--	--	--	1
Ebert Painting Co.	1	--	--	--	--	1
Finishes of Design, Inc.	1	--	--	--	--	1
Hess Sweitzer Inc.	4	--	--	--	--	4
Olympic Wall Systems, Inc.	1	--	--	--	--	1
Porta Painting, Inc.	2	--	--	--	--	2
Programmed Painting Service, Inc.	4	--	1	--	--	3
Pyramid Painting & Decorating Inc.	1	--	--	--	--	1
Sanchez Painting & Decorating Inc.	2	--	2	--	--	--
Service Painting Corporation	6	--	3	--	--	3
State Painting Company	2	--	--	--	--	2
Steffes Painting	2	--	--	--	1	1
Thomas A. Mason Co., Inc.	3	--	1	--	--	2
Treider Industries, Inc.	1	1	--	--	--	--
Wall Systems Unlimited	1	--	--	--	--	1
<u>Tapers and Finishers</u>						
Becker Construction, Inc.	1	--	--	--	--	1
Hetzel-Sanfilippo, Inc.	2	--	--	--	--	2
Nostam, Inc.	1	--	--	--	1	--
Olympic Wall Systems, Inc.	6	2	--	--	--	4
Valoe Plastering, Inc.	1	--	--	--	--	1
Total Milwaukee Painting & Decorating JAC	49	3	8	--	2	36

J. Milwaukee Area Plumbing Joint Apprenticeship Committee

The Milwaukee Area Plumbing Joint Apprenticeship Committee reported 756 active apprenticeship contracts as of September 21, 2005, including 10 for African Americans, 8 for Hispanics, and 1 for a Native American.

- The total number of plumber apprentices in 2005 was down to 183, from 240 in 2001. All racial/ethnic groups showed declines from that year.
- While the percentage of new apprentices who are African Americans has increased between 1999 and 2005, their total numbers show a decrease.

**Plumber Apprentices, Active Contracts Reported by the
Milwaukee Area Plumbing Joint Apprenticeship Committee**

Year	Total	African American	Hispanic	Native American	Asian	White
2005	183	10	9	1	--	163
2003	207	16	12	3	--	176
2001	240	19	10	7	1	203
1999	126	3	13	6	--	104

Plumber Apprentices: Percentages by Race/Ethnicity

Year	Total	African American	Hispanic	Native American	Asian	White
2005	100.0%	5.5%	4.9%	0.5%	--	89.1%
2003	100.0%	7.7%	5.8%	1.4%	--	85.0%
2001	100.0%	7.9%	4.2%	2.9%	0.4%	84.6%
1999	100.0%	2.4%	10.3%	4.8%	--	82.5%

- The percentage of plumber apprentices who are white has increased from 82.5% in September 1999 to 89.1% in September 2005.
- In 2001, African Americans comprised almost 8% of plumber apprentices, but in 2005 they showed only 5.5% of the apprentices.
- Both Hispanics and Native Americans showed decreases in both the number and percentages of plumber apprentices.

- All but 2 of the 72 companies with plumber apprentices have white apprentices, but only 16 of the 72 companies have minority apprentices.
- The companies with the most white plumber apprentices are Alpine Plumbing (with 13 whites and 2 African American apprentices) and Horner Plumbing Co (with 12 white, 1 African American, and 1 Native American apprentices).
- Four companies have 2 minority plumber apprentices (Alpine Plumbing, Horner Plumbing Co, J.M. Brennan, and Butters-Fetting Company) and another 12 companies have 1 minority plumber apprentice.

Plumber Apprentices, as of September 21, 2005

Employers of Plumber Apprentices	Total	African American	Hispanic	Native American	Asian	White
A.S.K. Plumbing, Inc.	2	1	--	--	--	1
Alpine Plumbing, Inc.	15	2	--	--	--	13
Andersen Plumbing, Inc.	3	--	--	--	--	3
Barber Plumbing, Inc.	1	--	--	--	--	1
Bartz Plumbing	1	--	--	--	--	1
Bay View Plumbing Co., Inc.	3	--	--	--	--	3
Bayer Plumbing & Heating, Inc.	3	--	--	--	--	3
Best Plumbing Co. Inc.	1	--	--	--	--	1
Best Price Plbg Co., Inc.	3	--	--	--	--	3
Blau Plumbing, Inc.	2	--	1	--	--	1
Block Plumbing Co., Inc.	1	--	--	--	--	1
Block Plumbing, Inc.	1	--	--	--	--	1
Bohmann & Vick, Inc.	6	1	--	--	--	5
Borkenhagen Plbg. & Htg. Co.	1	--	--	--	--	1
Braden Plumbing, Inc.	1	--	--	--	--	1
Butters-Fetting Company	5	--	2	--	--	3
C.P. Conway Plumbing	1	--	--	--	--	1
Carl's Plumbing Services, Inc.	2	--	--	--	--	2
Clearview	1	--	--	--	--	1
Cliff Bergin & Associates, Inc.	1	--	--	--	--	1
Dillett Mechanical Service Inc.	1	--	--	--	--	1
Downey Inc.	1	--	--	--	--	1
Faust Company, Inc.	2	--	1	--	--	1
Flat Rate Plumbing, Inc.	1	--	--	--	--	1
Greisch Plbg. Co., Inc.	1	--	--	--	--	1
Grosberg Plbg. Co., Inc.	1	--	--	--	--	1
Grunau Company Inc.	8	--	--	--	--	8
Hartlaub Plumbing Inc.	3	--	--	--	--	3
Horner Plumbing Co., Inc.	14	1	--	1	--	12
Hurckman Mechanical Industries, Inc.	1	--	--	--	--	1

Employers of Plumber Apprentices	Total	African American	Hispanic	Native American	Asian	White
Illingworth Corporation	4	--	1	--	--	3
J.F. Ahern Company	6	--	--	--	--	6
J. Wilkes Plumbing & Heating, Inc.	1	--	--	--	--	1
J.D. Wilson Plumbing, LLC	1	--	--	--	--	1
J.M. Brennan	13	1	1	--	--	11
J.M.J. Plumbing	2	--	--	--	--	2
Joe DeBelak Plbg. Co., Inc.	5	--	--	--	--	5
Kelly James Services inc.	1	--	--	--	--	1
Knight Plumbing Inc.	1	--	--	--	--	1
Kordus-Wegner Plumbing, Inc.	1	--	--	--	--	1
Krischan Plumbing, Inc.	1	--	--	--	--	1
Lee Plumbing Mech Contractors Inc	2	1	--	--	--	1
Lincoln Plumbing, Inc.	1	--	1	--	--	--
Louis Schmitt Company Inc.	5	--	1	--	--	4
Magnum Plumbing Inc.	1	--	--	--	--	1
McCoy Plumbing & Heating Co., Inc.	1	--	--	--	--	1
Meyer's Plumbing Service Ltd.	1	--	--	--	--	1
Mid City Plumbing & Heating Inc.	3	--	--	--	--	3
Mohrhusan & Associates, Inc.	1	--	--	--	--	1
Oak Creek Plumbing	1	--	--	--	--	1
P.J.'s Plumbing Co., Inc.	3	--	--	--	--	3
Phoenix Plumbing	1	--	--	--	--	1
Pieper Electric DBA Ideal Plumbing	3	1	--	--	--	2
Pieper Electric, Inc.	2	--	--	--	--	2
Plumber System Inc.	1	--	--	--	--	1
Plumbing Doctor	1	--	--	--	--	1
Plumbing System Inc.	1	--	--	--	--	1
Premier Plumbing, LLC	1	--	--	--	--	1
Rawson Plumbing & Piping, LLC	1	--	--	--	--	1
S & K Pump and Plumbing Inc.	6	--	--	--	--	6
Schroeder Plumbing Co., Inc.	3	--	--	--	--	3
Sparrow Plumbing, LLC	1	--	1	--	--	--
The Gurn Company	1	--	--	--	--	1
Tim's Plumbing Co.	1	--	--	--	--	1
Total Comfort of Wisconsin, Inc.	9	1	--	--	--	8
Westar Plumbing, Inc.	1	--	--	--	--	1
Widowski Master Plbrs. Inc.	1	--	--	--	--	1
Williams Zachow & Son	2	1	--	--	--	1
Wisconsin Power Constructors LLC	1	--	--	--	--	1
Zachow, Wm & Sons Plbg.	1	--	--	--	--	1
Zien Service Inc.	3	--	--	--	--	3
Total Milwaukee Area Plumbing JAC	183	10	9	1	--	163

K. SE Wisconsin Roofing and Waterproofing Joint Apprenticeship Committee

The SE WI Roofing & Waterproofing Joint Apprenticeship Committee reported 73 apprentices as of 2005 (September), 54 apprentices in 2003 (March), and 52 in 2001 (June).

- Thirty percent of the current roofing and waterproofing apprentices are African Americans and 15% are Hispanics. The number of minority apprentices has increased since 2001.

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

Year	Total	African American	Hispanic	Native American	Asian	White
2005	73	22	11	1	--	39
2003	54	9	12	--	--	33
2001	52	13	8	--	--	31

Roofing and Waterproofing Apprentices: Percentages by Race/Ethnicity

Year	Total	African American	Hispanic	Native American	Asian	White
2005	100.0%	30.1%	15.1%	1.4%	--	53.4%
2003	100.0%	16.7%	22.2%	--	--	61.1%
2001	100.0%	25.0%	15.4%	--	--	59.6%

- Three companies are responsible for employment of nearly 2/3 of the minority roofing and waterproofing apprentices: Midwestern Roofing & Construction (with 12 African American apprentices), The Pennebaker Enterprises (with 3 African American and 2 Hispanic apprentices), and Cudahy Roofing & Supply (with 3 African American, 1 Hispanic, and 1 Native American apprentices).
- Ten of the 12 companies with roofer and waterproofer apprentices have at least 1 minority currently in their apprenticeship program.

Rofer and Waterproofer Apprentices, as of September 21, 2005

Employers of Roofer & Waterproofing Apprentices	Total	African American	Hispanic	Native American	Asian	White
Carlson Racine Roofing, Inc.	7	--	1	--	--	6
Cudahy Roofing & Supply, Inc.	8	3	1	1	--	3
Langer Roofing & Sheet Metal Inc.	13	1	1	--	--	11
M.M. Schranz Roofing, Inc.	7	1	2	--	--	4
Midwestern Roofing & Constr., LLC	12	12	--	--	--	--
Millen Roofing	2	--	--	--	--	2
Roberts Roofing & Siding, Inc.	6	2	1	--	--	3
Standard Roofing Co., Inc.	1	--	--	--	--	1
The Pennebaker Enterprises	7	3	2	--	--	2
Vans Roofing Inc.	6	--	2	--	--	4
W.J. Butzen Roofing & Sheet Metal	1	--	--	--	--	1
Winding Roofing Company, Inc.	3	--	1	--	--	2
Total SE Wisconsin Roofing and Waterproofing JAC	73	22	11	1	--	39

L. Milwaukee Area Sheet Metal Joint Apprenticeship Committee

The Milwaukee Area Sheet Metal Joint Apprenticeship Committee reported 134 apprentices as of 2005 (September), 157 apprentices in 2003 (March), 174 in 2001 (June), and 162 in 1999 (September).

- All 24 of the environmental systems technician apprentices are white males, as of September 2005.
- Of the 134 sheet metal worker apprentices in September 2005, only 6 are African American, 5 Hispanic, and 1 Native American.

Sheet Metal Worker and Environmental Systems Technician Apprentices Sponsored by the Milwaukee Area Sheet Metal Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2005	134	6	5	1	--	122
2003	157	4	5	--	--	148
2001	174	5	4	--	--	165
1999	162	5	3	1	--	153

Sheet Metal Worker and Environmental Systems Technician Apprentices: Percentages by Race/Ethnicity

Year	Total	African American	Hispanic	Native American	Asian	White
2005	100.0%	4.5%	3.7%	0.7%	--	91.0%
2003	100.0%	2.5%	3.2%	--	--	94.3%
2001	100.0%	2.9%	2.3%	--	--	94.8%
1999	100.0%	3.1%	1.9%	0.6%	--	94.4%

- The percentages of African Americans and Hispanics in sheet metal worker and environmental systems technician apprentices have increased over the last six years, but the numbers of minority apprentices remain very small.
- The largest number of apprentices in this area are employed by Total Comfort of Wisconsin (where all 18 apprentices are white) and Grunau Company (where 16 of 18 apprentices are white).
- All 36 companies with sheet metal worker and environmental systems technician apprentices in September 2005 have white apprentices but only 10 have minority apprentices.

Sheet Metal Worker and Environmental Systems Technician Apprentices (as of Sept. 21, 2005)

Employers of Sheet Metal Worker and Environmental Systems Tech. Apprentices	Total	African American	Hispanic	Native American	Asian	White
<u>Sheet Metal Workers</u>						
Air Temperature Services Inc.	1	--	--	--	--	1
Arteaga Construction Inc.	2	--	--	--	--	2
Bredan Mechanical Systems, Inc.	2	--	--	--	--	2
Brenner Corporation	2	--	--	--	--	2
Butters-Fetting Company	6	1	--	--	--	5
Conditioned Air Design, Inc.	5	--	--	1	--	4
Doral Corporation	2	--	--	--	--	2
Downey Inc.	1	--	--	--	--	1
FJA Christiansen Roofing Co., Inc.	4	--	--	--	--	4
Grunau Company Inc.	18	1	1	--	--	16
Ideal Plumbing & Heating	2	--	--	--	--	2
Illingworth Corporation	3	--	1	--	--	2
J & H Heating, Inc.	7	--	--	--	--	7
J.F. Ahern Company	2	--	--	--	--	2
J.M. Brennan Inc.	5	--	1	--	--	4
Johnson Controls Inc. Pro-Tel Br. #10	4	--	--	--	--	4
Kopp Brothers Inc.	1	--	--	--	--	1
Kubenik Mechanical	3	2	--	--	--	1
Louis Hoffmann Co.	2	--	--	--	--	2
Mared Mechanical Contractors Corp.	5	1	--	--	--	4
Raab Mechanical, Inc.	3	--	1	--	--	2
Robert's Roofing & Siding	2	1	--	--	--	1
Sage Company	3	--	--	--	--	3
Schranz Roofing	5	--	1	--	--	4
Super Sky Constructors	1	--	--	--	--	1
TRS Metal & Roofing	2	--	--	--	--	2
Total Comfort of Wisconsin, Inc.	10	--	--	--	--	10
Zien Service Inc.	2	--	--	--	--	2
<u>Environmental Systems Technicians</u>						
Balance Technology Inc.	2	--	--	--	--	2
Bredan Mechanical Systems, Inc.	2	--	--	--	--	2
Goschey Mechanical	1	--	--	--	--	1
H & H Mechanical Contractors, Inc.	2	--	--	--	--	2
HVA Products Inc.	2	--	--	--	--	2
Ideal Plumbing & Heating	1	--	--	--	--	1
Illingworth Corporation	3	--	--	--	--	3
J & H Heating, Inc.	1	--	--	--	--	1
J.F. Ahern Company	1	--	--	--	--	1
Mared Mechanical Contractors Corp.	1	--	--	--	--	1
Mechanical Concepts LLC	1	--	--	--	--	1
Mid City Plumbing & Heating Inc.	1	--	--	--	--	1
Power Specialties Corporation	1	--	--	--	--	1
Professional Systems Analysis	2	--	--	--	--	2
Total Comfort of Wisconsin, Inc.	8	--	--	--	--	8
Total Milwaukee Area Sheet Metal JAC	134	6	5	1	--	122

M. Milwaukee Area Sprinkler Fitting Joint Apprenticeship Committee

The Milwaukee Area Sprinkler Fitting Joint Apprenticeship Committee reported 74 apprentices as of 2005 (September), 75 apprentices in 2003 (March), 66 in 2001 (June), and 73 in 1999 (September).

- African Americans make up only 3 (4%) of the current sprinklerfitter apprentices, and Hispanics comprise only 3 (4%) of the current apprentices.
- No women were reported in the sprinklerfitter apprenticeship program in September 2005, March 2003, or June 2001.

Sprinklerfitter Apprentices Sponsored by the Milwaukee Area Sprinkler Fitting Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2005	74	3	3	1	2	65
2003	75	1	1	2	1	70
2001	66	2	2	1	--	61
1999	73	2	4	--	--	67

Sprinklerfitter Apprentices: Percentages by Race/Ethnicity

Year	Total	African American	Hispanic	Native American	Asian	White
2005	100.0%	4.1%	4.1%	1.4%	2.7%	87.8%
2003	100.0%	1.3%	1.3%	2.7%	1.3%	93.3%
2001	100.0%	3.0%	3.0%	1.5%	--	92.4%
1999	100.0%	2.7%	5.5%	--	--	91.8%

- The percentages of sprinklerfitter apprentices who are minorities has increased slightly from 91.8% in September 1999 to 87.8% in September 2005.

- The largest number of sprinklerfitter apprentices are employed by United States Fire Protection of Wisconsin (which as of September 2005 has 20 whites, 2 African Americans, 1 Hispanic, and 1 Asian apprentices) and Ahern Fire Protection (which has 15 whites and 1 Hispanic apprentice).

Sprinklerfitter Apprentices, as of September 21, 2005

Employers of Sprinklerfitter Apprentices	Total	African American	Hispanic	Native American	Asian	White
Ahern Fire Protection	15	--	1	--	--	14
Butters-Fetting Company	2	--	--	--	--	2
Design Build Fire Protection	9	--	--	--	--	9
Grinnell Fire Protection Systems	1	--	--	--	--	1
Grunau Company Inc.	8	--	--	--	--	8
Mared Mechanical Contractors Corp.	8	1	--	1	--	6
Quality Fire Protection	2	--	--	--	1	1
United States Fire Protection of WI	24	2	1	--	1	20
Wisconsin Fire Protection	5	--	1	--	--	4
Total Milwaukee Area Sprinkler Fitting JAC	74	3	3	1	2	65

N. Milwaukee Area Tile Setter Joint Apprenticeship Committee

The Milwaukee Area Tile Setter Joint Apprenticeship Committee reported 9 apprentices as of 2005 (September).

- All 9 of the tile setter apprentices are white males (as of September 2005).
- Five companies employed 1 to 4 apprentices (all white) in September 2005.

Tile Setter Apprentices, as of September 21, 2005

Employers of Tile Setter Apprentices	Total	African American	Hispanic	Native American	Asian	White
Dickow-Cyzak Tile Co.	1	--	--	--	--	1
Forever Floors	1	--	--	--	--	1
Hetzel Tile & Marble	4	--	--	--	--	4
Lippert Tile Co, Inc.	1	--	--	--	--	1
Mantel, Stark & Tile Co.	2	--	--	--	--	2
Total Milwaukee Area Tile Setters JAC	9	--	--	--	--	9

O. Milwaukee Area Steamfitter Joint Apprenticeship Committee (1999-2003)

The Milwaukee Area Steamfitter Joint Apprenticeship Committee reported 126 apprentices in 2003 (March), 153 in 2001 (June), and 120 in 1999 (September). Data reports were not provided in 2005.

- In March of 2003, out of 126 steamfitter apprentices, 109 were white, 9 African American, 3 Hispanic, 4 Native American, and 1 Asian.

Steamfitters Apprentices Sponsored by the Milwaukee Area Steamfitter Joint Apprenticeship Committee

Year	Total	African American	Hispanic	Native American	Asian	White
2005	not available					
2003	126	9	3	4	1	109
2001	153	9	3	4	1	136
1999	120	9	2	2	2	105

Steamfitters Apprentices: Percentages by Race/Ethnicity

Year	Total	African American	Hispanic	Native American	Asian	White
2003	100.0%	7.1%	2.4%	3.2%	0.8%	86.5%
2001	100.0%	5.9%	2.0%	2.6%	0.7%	88.9%
1999	100.0%	7.5%	1.7%	1.7%	1.7%	87.5%

P. Wisconsin Operating Engineers Joint Apprenticeship Committee

The operating engineers apprenticeship program is sponsored by a statewide joint apprenticeship committee, which reported 436 apprentices employed as of October 10, 2005. (Milwaukee area companies were identified based on name matches with employer address files.)

- Milwaukee area companies account for at least 133 of these apprentices, of which only 4 are African Americans, 7 are Hispanics, 1 is a Native American, and 2 are Asians.
- Statewide, 94.3% of operating engineer apprentices are whites. In Milwaukee area companies, 89.5% of the apprentices are white.

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

Apprentices, as of October 10, 2005	Total	African American	Hispanic	Native American	Asian	White
Total - Statewide	436	10	7	6	2	411
% of Total	100.0%	2.3%	1.6%	1.4%	0.4%	94.3%
Total - Milwaukee Area Companies	133	4	7	1	2	119
% of Total	100.0%	3.0%	5.3%	0.7%	1.5%	89.5%

- Only 4 Milwaukee area companies had female operating engineer apprentices (C.R. Meyer & Sons, Lunda Construction Co., Magill Construction Co., and Payne & Dolan).
- Payne & Dolan employed the most minority apprentices – 5 out of 15 operating engineer apprentices, as of October 2005.

Operating Engineers Apprentices in Milwaukee Area Companies, as of September 21, 2005

Milwaukee Area Employers of Wisconsin Operating Engineers Apprentices	Total	African American	Hispanic	Native American	Asian	White
A.W. Oakes & Son Inc.	4	--	--	--	--	4
Advanced Sewer & Water Inc.	3	--	--	--	1	2
American Asphalt of WI	1	--	--	--	--	1
Arby Construction Inc.	4	--	--	--	--	4
Arrow-Crete Construction LLC	1	--	--	--	--	1
B.R. Amon & Sons Inc.	1	--	--	--	--	1
Babcock & Wilcox Inc.	1	--	--	--	--	1
Biehn Construction Inc.	1	--	--	--	--	1

Milwaukee Area Employers of Wisconsin Operating Engineers Apprentices	Total	African American	Hispanic	Native American	Asian	White
Black Diamond	2	--	--	--	--	2
C.D. Smith Construction Co.	4	--	1	--	--	3
C.T. Meyer & Sons Co.	1	--	--	--	--	1
C.W. Purpero Inc.	6	--	--	--	--	6
D.F. Tomasini Contractors Inc.	1	--	--	--	--	1
D.K. Contractors Inc.	1	--	--	--	--	1
Dykstra Brothers Excavating Inc.	1	--	--	--	--	1
Edward E. Gillen Co.	2	--	--	--	--	2
Globe Contractors Inc.	1	--	--	--	--	1
Gustafson Construction Corp.	1	--	--	--	--	1
J.H. Findorff & Sons	2	--	--	--	--	2
J.P. Cullen & Sons	2	--	--	--	--	2
James Cape & Sons Co.	1	--	--	--	--	1
Joe DeBelak Plumbing Co. Inc.	1	--	--	--	--	1
KBS Construction	2	--	--	--	--	2
Lincoln Plumbing Inc.	1	--	--	--	--	1
Lunda Construction Co.	4	--	--	--	--	4
Magill Construction Co.	1	--	--	--	--	1
Mann Bros. Inc.	8	--	--	1	--	7
Michels Pipeline Construction	2	--	--	--	--	2
Miron Construction Co.	4	--	--	--	--	4
Mueller Pipeliners Inc.	2	--	--	--	--	2
New Berlin Grading Inc.	7	1	--	--	--	6
Oscar J. Boldt Construction Co.	3	--	1	--	--	2
Payne & Dolan Inc.	15	1	3	--	1	10
Powers Lake Construction Co.	4	--	--	--	--	4
R.J. Underground Inc.	1	--	--	--	--	1
Rawson Contractors	1	--	--	--	--	1
Schneider Excavating Inc.	3	--	--	--	--	3
Shea/Kenny Joint Venture	1	--	--	--	--	1
Strupp Trucking	1	--	--	--	--	1
Sunnyslope Grading Inc.	7	1	1	--	--	5
Super Excavators Inc.	1	--	--	--	--	1
Super Western Inc.	3	--	--	--	--	3
The Boldt Company	3	--	--	--	--	3
Washington Group	2	--	--	--	--	2
Willkomm Excavating & Grading Inc.	5	--	--	--	--	5
Wm. Beaudoin & Sons Inc.	1	1	--	--	--	--
Zenith Tech Inc.	8	--	1	--	--	7
Zubrod Directional Boring LLC	1	--	--	--	--	1
TOTAL Wisconsin Operating Engineers JAC -Milw.Area	133	4	7	1	2	119

Q. Associated Builders and Contractors of WI-Waukesha Apprentices (Non-Union)

The Associated Builders and Contractors of WI-Waukesha Joint Apprentices Committee reported 241 apprentices as of September 21, 2005, in 12 construction trade areas. (Note: These apprentices are not included in union joint apprenticeship committees totals for Sections A. to P. above.)

- Only 2 apprentices (less than 1%) under the Associated Builders and Contractors of WI-Waukesha JAC are African Americans, while 224 (90%) are white.
- A total of 18 Hispanics are in apprentices under the Associated Builders and Contractors of WI-Waukesha JAC. Other minorities include 3 Asians and 1 Native American.
- The Associated Builders and Contractors of WI-Waukesha JAC reported 3 female apprentices, all white.
- The most white apprentices are employed by Town & Country Electric (which has 30 white, 1 African American, and 2 Hispanic apprentices) and Circle Electric (which has 10 white and no minority apprentices).
- All of the 106 companies employing apprentices under the Associated Builders and Contractors of WI-Waukesha JAC have at least one white apprentice, and 20 companies have at least 3 white apprentices. At the same time, only 11 companies have any non-white apprentices.
- Two companies have at least 5 minority apprentices: FJA Christiansen Roofing Co. (with 5 Hispanic, 1 Native American and 1 white apprentices) and Zignego (with 5 Hispanic and 7 white apprentices).

Associated Builders and Contractors of WI-Waukesha Apprentices, as of September 21, 2005

Employers of Associated Builders And Contractors of Wi-Waukesha Apprentices	Total	African American	Hispanic	Native American	Asian	White
<u>Bricklayers</u>						
Craft Masonry, Inc.	2	--	--	--	--	2
<u>Carpenters (Construction)</u>						
Constructive Solutions, Inc.	3	--	1	--	--	2
David & Goliath Builders, Inc.	1	--	--	--	--	1
HDC Contractors, LLC	1	--	--	--	--	1
Quality Remodeling Specialists, Inc	1	--	--	--	--	1
Urban Herriges & Sons	1	--	--	--	--	1
Wistl Builders, Inc.	1	--	--	--	--	1
<u>Concrete Finishers</u>						
LaLonde Contractors, Inc.	3	--	3	--	--	--
Zignego Company, Inc.	7	--	5	--	--	2
<u>Data Communications Installers</u>						
Town & Country Electric	1	--	--	--	--	1

Employers of Associated Builders And Contractors of Wi-Waukesha Apprentices	Total	African American	Hispanic	Native American	Asian	White
<u>Electricians (Construction)</u>						
A and J Electric Inc.	1	--	--	--	--	1
Alberti Electric Co., Inc.	1	--	--	--	--	1
American Energy Electric Inc.	3	--	--	--	--	3
Assured Power, Inc.	1	--	--	--	--	1
B. Schneider Electric, Inc.	4	--	--	--	--	4
Best Wiring Service Inc.	1	--	--	--	--	1
Brook Park Electric Inc.	2	--	--	--	--	2
Brookfield Electric Inc.	1	--	--	--	--	1
Circle Electric, Inc.	10	--	--	--	--	10
Circuit Masters Electric	1	--	--	--	--	1
C-R Electric Inc.	1	--	--	--	1	--
Current Electric	4	--	--	--	--	4
Electrical Concepts, Inc.	3	1	--	--	--	2
Engler Electric, Inc.	1	--	--	--	--	1
Erin Electric, Inc.	1	--	--	--	--	1
Frank Gillitzer Electric Co. Ltd.	1	--	--	--	--	1
G & G Electric	1	--	--	--	--	1
Gerald Nell, Inc.	2	--	--	--	--	2
Giraffe Electric II Inc.	3	--	--	--	--	3
Horizon Electric Company	3	--	--	--	--	3
JD Electric Company	1	--	--	--	--	1
Lyons Electric Co., Inc.	8	--	--	--	--	8
Maerzke Brothers, Inc.	2	--	--	--	--	2
MCR Services, LLC	1	--	--	--	--	1
Meyers Electric, Inc.	3	--	--	--	--	3
NSI Electrical Contractors, Inc.	5	--	--	--	--	5
P.J. Electric Co.	2	--	--	--	--	2
Peak Electric Inc.	1	--	--	--	--	1
Quality Engineering, LLC	1	--	--	--	--	1
Ram Electric Midwest, LLC	1	--	--	--	--	1
Rasmusson Electric Inc.	1	--	--	--	--	1
Rozelle Ent. Inc. dba Delta Electric	3	--	--	--	--	3
Specialty Trades Inc.	1	--	--	--	--	1
Starr Electric, Inc.	1	--	--	--	--	1
Steiner Electric Inc.	2	--	--	--	--	2
Team Electric Enterprises Inc.	3	--	--	--	--	3
Town & Country Electric	33	1	2	--	--	30
Van's Electric Service, Inc.	2	--	--	--	1	1
Weidert Electric Inc.	3	--	--	--	--	3
Wellcraft Electrical Contracting	2	--	--	--	--	2
Wester Electric Inc.	1	--	--	--	--	1
Wilke Electric Inc.	2	--	--	--	--	2
<u>Glaziers</u>						

Employers of Associated Builders And Contractors of Wi-Waukesha Apprentices	Total	African American	Hispanic	Native American	Asian	White
Thomas Glass, Inc.	1	--	--	--	--	1
<u>Heating, Ventilating & Air Conditioning Installers</u>						
Air Control HVAC, Inc.	1	--	--	--	--	1
Envira-Tech Inc.	1	--	--	--	--	1
Environmental Services, Inc.	2	--	--	--	--	2
<u>Heavy Equipment Operators</u>						
Reesman's Excavating & Grading, Inc.	3	--	--	--	--	3
Zignego Company, Inc.	5	--	--	--	--	5
<u>Painters and Decorators</u>						
Merit Painting, Inc.	1	--	--	--	--	1
<u>Plumbers</u>						
Austin Plumbing & Heating	1	--	--	--	--	1
B.B.B.S., Inc.	1	--	--	--	--	1
Best Plumbing Co., Inc.	1	--	--	--	--	1
Better Bath & Tile Ltd.	1	--	--	--	--	1
Big Dog Plumbing LLC	1	--	--	--	--	1
Bilsen Engineering LLC	1	--	--	--	--	1
Cox Plumbing Co., Inc.	2	--	--	--	--	2
Dave Burns Plumbing Inc.	2	--	--	--	--	2
Dvorak Plumbing Inc.	1	--	--	--	--	1
Expert Plumbing & Heating Inc.	1	--	--	--	--	1
Feiner Plumbing Co.	1	--	--	--	--	1
Fennig Plumbing & Heating, Inc.	1	--	--	--	--	1
Flitcroft Plumbing, LLC	2	--	--	--	--	2
Fred Last Plumbing Inc.	3	--	--	--	--	3
Gerald Nell, Inc.	1	--	--	--	--	1
Haselow Plumbing & Heating Inc.	4	--	--	--	--	4
Horsch & Miller, Inc.	2	--	--	--	--	2
Ihn Plumbing Co., Inc.	1	--	--	--	--	1
J. Wilkes Plumbing & Heating Inc.	1	--	--	--	--	1
J.B. Schoenwalder Plumbing & Htg In	2	--	--	--	--	2
Jon DeBelak Plumbing & Htg. Co.	1	--	--	--	--	1
Lakecrest Plumbing	1	--	--	--	--	1
M.T.G. Plumbing Services	1	--	--	--	--	1
Martens Plumbing & Heating, Inc.	1	--	--	--	--	1
Master Plumbers, Inc.	2	--	--	--	--	2
Mechanical Masters, Inc.	1	--	--	--	--	1
Merle Wuenne Plumbing & Pumps	1	--	--	--	--	1
Mike The Plumber	1	--	--	--	--	1
Nels Anderson Enterprises, Inc.	1	--	--	--	--	1
O'Leary Plumbing & Heating, Inc.	3	--	--	--	--	3
Peck & Weis Inc.	2	--	--	--	--	2
Ramlow, R.A. Plbg. Serv.	1	--	1	--	--	--
Rawson Plumbing & Piping, LLC	1	--	--	--	--	1

Employers of Associated Builders And Contractors of WI-Waukesha Apprentices	Total	African American	Hispanic	Native American	Asian	White
Ronald P. Reuter, LLC	1	--	--	--	--	1
Rozga Plumbing & Heating Corp.	2	--	--	--	--	2
Sarauer Plumbing Inc.	1	--	--	--	--	1
Saukville Plumbing	1	--	--	--	--	1
Schultz Plumbing Bath & Kitchen, Inc.	1	--	--	--	--	1
Southern Lakes Plumbing Inc.	9	--	1	--	--	8
Spende Excavating & Plumbing	1	--	--	--	1	--
Steffen Plumbing & Heating, Inc.	1	--	--	--	--	1
T.J. Plumbing Co., Inc.	1	--	--	--	--	1
Taagen Plumbing, Inc.	1	--	--	--	--	1
The Ihn Plumbing Co., Inc.	2	--	--	--	--	2
Thiessenhusen Plumbing, Inc.	1	--	--	--	--	1
Vincent Plumbing & Heating Inc	1	--	--	--	--	1
<u>Roofers and Waterproofers</u>						
FJA Christiansen Roofing Co., Inc.	7	--	5	1	--	1
General Roofing of WI	2	--	--	--	--	2
J.T. Roofing, Inc.	2	--	--	--	--	2
<u>Sheet Metal Workers</u>						
Gerald Nell, Inc.	1	--	--	--	--	1
Total Associated Builders And Contractors of WI-Waukesha	241	2	18	1	3	217

IV. Summary Findings for Female Apprentices

In September 2005, 15 local construction trade joint apprenticeship committees in the Milwaukee area reported 1,515 apprentices under active contract. Of these, 1848 are males and only 31 are females. (Another 5 females are operating engineer apprentices, out of 133 operating engineer apprentices with Milwaukee area companies.)

- In apprentices sponsored by the 15 local trade committees, very few women (31 out of 1,515 apprentices) are employed, and only 6 are minority women. These include 5 African Americans (2 painting apprentices, 2 construction craft laborer apprentices, and 1 electrician apprentice) and 1 Hispanic woman in a plumbing apprentice.
- Females are underrepresented in every trade area.

Female Construction Trade Apprentices by Race/Ethnicity (as of September 21, 2005)

<u>15 Local Joint Apprenticeship Committees</u>	<u>Total Contracts</u>	<u>African Amer.</u>	<u>Hispanics</u>	<u>Native Amer.</u>	<u>Asians</u>	<u>Whites</u>
Milwaukee Area Electrical JAC	8	1	--	--	--	7
Milwaukee Painting & Decorating JAC	6	2	--	--	--	4
SE WI Construction Craft Laborers JAC	4	2	--	--	--	2
Associated Builders & Contractors of WI-Waukesha	3	--	--	--	--	3
Milwaukee Area Plumbing JAC	3	1	1	--	--	1
SE WI Area Carpentry JAC	3	1	--	--	--	2
Milwaukee Area Ironworking JAC	1	--	--	--	--	1
Southern WI Heat & Frost Insulators JAC	1	--	--	--	--	1
Milwaukee Area Bricklaying JAC	--	--	--	--	--	--
Milwaukee Area Cement Masonry JAC	--	--	--	--	--	--
Milwaukee Area Sheet Metal JAC	2	--	--	--	--	2
Milwaukee Area Sprinkler Fitting JAC	--	--	--	--	--	--
Milwaukee Area Tile Setters JAC	--	--	--	--	--	--
SE Wisconsin Roofing and Waterproofing JAC	--	--	--	--	--	--
Southeastern Glazing JAC	--	--	--	--	--	--
TOTAL	31	7	1	--	--	23

Another 5 women are employed in operating engineer apprenticeships with Milwaukee area companies. All are white.

Apprentices by Gender for Milwaukee Area Companies

Of the 475 Milwaukee area companies with construction trade apprentices, only 31 companies employ female apprentices (as of Fall 2005).

- Thirty-six female apprentices are employed in the 16 construction trades analyzed for Milwaukee area companies. These included 28 whites (78% of the total), 7 African Americans (19%), and 1 Hispanic (3%).

- Olympic Wall Systems has 4 female apprentices as tapers and finishers, and Payne & Dolan has 2 female apprentices – an operating engineer and a constructive craft laborer.

Females in Construction Trade Apprentices for Milwaukee Area Companies
(Contracts with 16 joint apprenticeship committees, as of Sept. 21 or Oct. 10, 2005)

Employers with Female Construction Trade Apprentices (See source note)	Total	White	African American	Hispanic	Asian	Native American	Trade
Alpine Plumbing Inc.	1	--	1	--	--	--	Plumbers
Ardell Electric	1	1	--	--	--	--	Electricians (Construction)
Best Price Plbg Co., Inc.	1	1	--	--	--	--	Plumbers
C.W. Meyer & Sons	1	1	--	--	--	--	Operating Engineers
Dave Burns Plumbing Inc.	1	1	--	--	--	--	Plumbers
Ebert Painting Co.	1	1	--	--	--	--	Painters and Decorators
Express Insulation, Inc.	1	1	--	--	--	--	Insulation Workers (Heat & Frost)
Finishes of Design, Inc.	1	1	--	--	--	--	Painters and Decorators
Globe Contractors, Inc.	1	1	--	--	--	--	Construction Craft Laborers
Hurt Electric, Inc.	1	1	--	--	--	--	Electricians (Construction)
J.H. Findorff & Son Inc.	1	1	--	--	--	--	Operating Engineers
J.M. Brennan	1	--	--	1	--	--	Plumbers
Johnson Control Inc Pro-Tel Br#10	1	1	--	--	--	--	Sheet Metal Workers
Kubenik Mechanical	1	1	--	--	--	--	Sheet Metal Workers
Lunda Construction	1	1	--	--	--	--	Operating Engineers
Magaw Electric	1	--	1	--	--	--	Electricians (Construction)
MJ Construction, Inc.	1	--	1	--	--	--	Construction Craft Laborers
O'Leary Plumbing & Heating, Inc.	1	1	--	--	--	--	Plumbers
Olympic Wall Systems, Inc.	4	2	2	--	--	--	Tapers and Finishers
Payne & Dolan Inc.	2	1	1	--	--	--	Construction Craft Laborers, Operating Engineers
Pieper Electric, Inc.	1	1	--	--	--	--	Electricians (Construction)
Roman Electric Co., Inc.	1	1	--	--	--	--	Electricians (Construction)
Spring City Electric, Inc.	1	1	--	--	--	--	Electricians (Residential Wirer)
Sunnyslope Grading Inc.	1	1	--	--	--	--	Operating Engineers
T.J. Plumbing Co., Inc.	1	1	--	--	--	--	Plumbers
Uihlein Electric Company Inc.	1	1	--	--	--	--	Electricians (Construction)
VJS Construction Services	2	1	1	--	--	--	Carpenters
Venture Elect. Contr. Inc.	1	1	--	--	--	--	Electricians (Construction)
Washington Group Intl.	1	1	--	--	--	--	Iron Workers
Wisconsin Power Constructors	1	1	--	--	--	--	Carpenters (Construction)
Zenith Tech, Inc.	1	1	--	--	--	--	Construction Craft Laborers
TOTAL	36	28	7	1	--	--	

Source: Analysis of data obtained from the Wisconsin Department of Workforce Development Bureau of Apprenticeship Standards for the Milwaukee Branch of the NAACP. Data are reported by the following joint apprenticeship committees: Milwaukee Area Electrical, Milwaukee Area Bricklaying, Milwaukee Area Ironworking, Milwaukee Area Plumbing, Milwaukee Area Sheet Metal, Milwaukee Area Cement Masonry, Milwaukee Painting and Decorating, Milwaukee Area Sprinkler Fitting, Southern WI Area Carpentry, Southern WI Heat & Frost Insulators, Southeastern Glazing, Milwaukee Area Tile Setters, SE Wisconsin Roofing & Waterproofing, and Associated Builders and Contractors of WI-Waukesha. Apprentices under the (statewide) 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. Apprentices with under the Milwaukee Area Steamfitter Joint Apprenticeship Committee are not included.

V. Number and Percent of Female Apprentices by Trade for the Last Six Years

A. Milwaukee Area Bricklaying Joint Apprenticeship Committee

The Milwaukee Area Bricklaying Joint Apprenticeship Committee sponsored no females (out of 41 apprentices) as September 2005 and no female apprentices (out of 50 apprentices) as of March 2003. In June 2001, the committee sponsored 1 female (out of 36 apprentices), and in September 1999 the committee sponsored 1 female (out of 43 apprentices).

- One white female apprentice (white) was sponsored in 2001 (June) and two (one white and one Hispanic) were sponsored in 1999 (September).

Female Bricklayer Apprentices Sponsored by the Milwaukee Area Bricklaying Joint Apprenticeship Committee

Year	Male & Female Total	Total Females	% Female
2005	41	--	0.0%
2003	50	--	0.0%
2001	36	1	2.8%
1999	43	2	4.6%

Female Bricklayer Apprentices by Race/Ethnicity

Year	Total Females	African American	Hispanic	Native American	Asian	White
2005	--	--	--	--	--	--
2003	--	--	--	--	--	--
2001	1	--	--	--	--	1
1999	2	--	1	--	--	1

B. Southeast WI Carpentry Joint Apprenticeship Committee

The Southeast WI Carpentry Joint Apprenticeship Committee sponsored 1 female apprentice in 2005 (September), 7 in 2003 (March), 12 in 2001 (June), and 9 in 1999 (September).

- Only 3 women (1.1% of the total) is sponsored in the carpenter apprenticeship program (as of September 2005), compared to 12 in 2001 (3.7% of the total).
- Most of the female carpenter apprentices have been white.

Carpenter Apprentices Sponsored by the Southeast WI Carpentry Joint Apprenticeship Committee

Year	Male & Female Total	Total Females	% Female
2005	267	3	1.1%
2003	301	7	2.3%
2001	328	12	3.7%
1999	309	9	2.9%

Female Carpenter Apprentices Sponsored by the Carpentry Joint Apprenticeship Committee

Year	Total Males & Females	Total Females	African American	Hispanic	Native American	Asian	White
2005	267	3	1	--	--	--	2
2003	301	7	2	--	--	--	5
2001	328	12	3	--	1	--	8
1999	309	9	1	--	--	--	8

- As of September 2005, two companies have female apprentices: VJS Construction Services (with 1 African American and 1 white female apprentice) and Wisconsin Power Constructors (with 1 white female apprentice).

C. Milwaukee Area Cement Masonry Joint Apprenticeship Committee

The Milwaukee Area Cement Masonry Joint Apprenticeship Committee sponsored 0 female apprentices as of 2005 (September), 2 females in 2003 (March), 1 in 2001 (June), and 1 in 1999 (September).

- There were no women in cement masonry apprenticeship programs out of 17 apprentices, as of September 2005.

Female Cement Mason Apprentices Sponsored by the Milwaukee Area Cement Masonry Joint Apprenticeship Committee

Year	Male & Female Total	Total Females	% Female
2005	41	--	0.0%
2003	50	--	0.0%
2001	36	1	2.8%
1999	43	1	2.3%

Female Cement Mason Apprentices by Race/Ethnicity

Year	Total Males & Females	Total Females	African American	Hispanic	Native American	Asian	White
2005	17	--	--	--	--	--	--
2003	31	2	--	--	--	--	2
2001	24	1	--	--	--	--	1
1999	20	1	--	--	--	--	1

D. SE Wisconsin Construction Craft Laborers Joint Apprenticeship Committee

The Southeast Wisconsin Construction Craft Laborers Joint Apprenticeship Committee reported 47 apprentices as of September 2005.

- Four of the construction craft laborer apprentices are female (including 2 white and 2 African American women).

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

Apprentices, as of Sept. 21, 2005	Total	African American	Hispanic	Native American	Asian	White
Total Males & Females	47	19	4	--	1	23
Females	4	2	--	--	--	2
% Female	8.7%	10.5%	0%	--	0%	8.7%

- Four companies each have 1 female apprentice: Globe Contractors, MJ Construction, Payne & Dolan, and Zenith Tech.

E. Milwaukee Area Electrical Joint Apprenticeship and Training Committee

The Milwaukee Area Electrical Joint Apprenticeship and Training Committee sponsored 8 female apprentices in 2005 (September), 7 in 2003 (March), 6 in 2001 (June), and 7 in 1999 (September).

- Four percent of the September 2005 electrician apprentices are women.
- Seven of the 8 current female apprentices are white.

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

Year	Male & Female	Total	%
	Total	Females	Female
2005	201	8	4.0%
2003	288	7	2.4%
2001	304	6	2.0%
1999	231	7	3.0%

Female Electrician Apprentices by Race/Ethnicity

Year	Total Male & Female	<u>Female Apprentices:</u>					
		Total Female	African American	Hispanic	Native American	Asian	White
2005	201	8	1	--	--	--	7
2003	288	7	--	--	--	--	7
2001	304	6	--	--	--	1	5
1999	231	7	2	--	--	1	4

- One company (Magaw Electric) has a female African American apprentice and seven companies (Ardell Electric, Hurt Electric, Pieper Electric, Roman Electric, Spring City Electric, Uihlein Electric Company, and Venture Electric Company) each have 1 white female apprentice.

F. Southeastern Glazing Joint Apprenticeship Committee

The Southeastern Glazing Joint Apprenticeship Committee sponsored no female apprentices (out of 39) apprentices as of 2005 (September), 1 out of 52 apprentices in 2003 (March), 1 out of 39 in 2001 (June), and 1 out of 27 in 1999 (September).

- Ninety percent of glazier apprentices in 2005 (September) are white males.
- No women were employed in the glazier apprenticeship program in 2005 (September) or in 2003 (March) and less than 3% of apprentices were female in 2001 (June).

Glazier Apprentices Sponsored by the Southeastern Glazing Joint Apprenticeship Committee

Year	Male & Female Total	Total Females	% Female
2005	39	--	0.0%
2003	52	1	1.9%
2001	39	1	2.6%
1999	27	1	3.7%

Female Glazier Apprentices by Race/Ethnicity

Year	Total Males & Females	<u>Female Apprentices:</u>					
		Total Females	African American	Hispanic	Native American	Asian	White
2005	39	--	--	--	--	--	--
2003	52	1	--	--	--	--	1
2001	39	1	--	--	--	--	1
1999	27	1	--	--	--	--	1

G. Southern WI Heat & Frost Insulators Joint Apprenticeship Committee

The Southern WI Heat & Frost Insulators Joint Apprenticeship Committee sponsored 1 female out of 46 apprentices out of 2005 (September), 4 females out of 55 apprentices in 2003 (March), 9 females out of 56 in 2001 (June), and 7 females out of 47 in 1999 (September).

- There is only 1 woman employed in the apprenticeship program (as of September 2005), compared to 9 in June of 2001.
- The percentage of heat and frost insulator apprentices who are female dropped from 15% in 1999 (September) to 2% in 2005 (September).

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

Year	Male & Female Total	Total Females	% Female
2005	46	1	2.2%
2003	55	4	7.3%
2001	56	9	16.1%
1999	47	7	14.9%

Female Heat & Frost Insulator Apprentices by Race/Ethnicity

Year	Total Males & Females	Female Apprentices:					
		Total Females	African American	Hispanic	Native American	Asian	White
2005	46	1	--	--	--	--	1
2003	55	4	1	--	--	--	3
2001	56	9	1	--	--	--	8
1999	47	7	1	--	--	--	6

- One company has a female insulator apprentice as of September 2005: Express Insulation.

H. Milwaukee Area Ironworking Joint Apprenticeship Committee

The Milwaukee Area Ironworking Joint Apprenticeship Committee sponsored 1 female apprentice out of 94 apprentices as of 2005 (September), 3 females out of 97 apprentices in 2003 (March), 8 females out of 157 apprentices in 2001 (June), and 6 females out of 126 apprentices in 1999 (September).

- The percentage of female iron worker apprentices dropped from 4.8% in September 1999 to 1.1% in September 2005.
- There is currently (as of September 2005) only 1 female (who is white) in the ironworker apprenticeship program, working with Washington Group International.

Iron Worker Apprentices Sponsored by the Milwaukee Area Ironworking Joint Apprenticeship Committee

Year	Male & Female Total	Total Females	% Female
2005	94	1	1.1%
2003	97	3	3.1%
2001	157	8	5.0%
1999	126	6	4.8%

Female Iron Worker Apprentices by Race/Ethnicity

Year	Total Males & Females	Female Apprentices:					
		Total Females	African American	Hispanic	Native American	Asian	White
2005	94	1	--	--	--	--	1
2003	97	3	--	--	--	--	3
2001	157	8	--	--	--	--	8
1999	126	6	--	--	--	--	6

I. Milwaukee Painting and Decorating Joint Apprenticeship Committee

The Milwaukee Painting and Decorating Joint Apprenticeship Committee sponsored 6 female apprentices out of 49 as of 2005 (September), 7 females out of 76 apprentices in 2003 (March), 13 females out of 81 apprentices in 2001 (June), and 11 females out of 64 in 1999 (September).

- Female apprentices total 6 as of September 2005, compared to 13 in 2001.
- The percentage of painter, decorator, tapers and finishers apprentices who are female dropped from 17% in September 1999 to 12% in September 2005.

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

Year	Male & Female Total	Total Females	% Female
2005	49	6	12.2%
2003	76	7	9.2%
2001	81	13	16.0%
1999	64	11	17.2%

Female Painter & Decorator Apprentices by Race/Ethnicity

Year	Total Males & Females	Female Apprentices:					
		Total Females	African American	Hispanic	Native American	Asian	White
2005	49	6	2	--	--	--	4
2003	76	7	1	--	--	--	6
2001	81	13	1	1	--	--	11
1999	64	11	1	--	--	--	10

- The companies with female painter, decorator, taper and finisher apprentices in September 2005 include: Ebert Painting and Finishes of Design (each with 1 female apprentice) and Olympic Wall Systems (with four female apprentices).

J. Milwaukee Area Plumbing Joint Apprenticeship Committee

The Milwaukee Area Plumbing Joint Apprenticeship Committee sponsored 2 females out of 183 apprentices as of 2005 (September), 3 females out of 207 apprentices as of 2003 (March), 5 females out of 240 apprentices as of 2001 (June), and 6 females out of 126 apprentices as of 1999 (September).

- Only 2 women are employed as plumber apprentices, as of September 2005.
- The percentage of plumber apprentices who are female dropped from 4.8% in 1999 to 1.1% in September 2005.

Plumber Apprentices Sponsored by the Milwaukee Area Plumbing Joint Apprenticeship Committee

Year	Male & Female Total	Total Females	% Female
2005	183	2	1.1%
2003	207	3	2.8%
2001	240	5	2.1%
1999	126	6	4.8%

Female Plumber Apprentices by Race/Ethnicity

Year	Total Males & Females	Total Females	African American	Hispanic	Native American	Asian	White
2005	183	2	--	1	--	--	1
2003	207	3	2	1	--	--	--
2001	240	5	3	2	--	--	--
1999	126	6	2	3	--	--	1

- Three companies have female plumber apprentices in 2005 (as of September): Alpine Plumbing, Best Price Plumbing Company, and J.M. Brennan.

K. SE Wisconsin Roofing and Waterproofing Joint Apprenticeship Committee

The SE WI Roofing & Waterproofing Joint Apprenticeship Committee sponsored no females out of 73 apprentices as of 2005 (September), 2 females out of 54 apprentices in 2003 (March), and 2 females out of 52 apprentices in 2001 (June).

- No women are employed in the apprenticeship program this year, as of September 2005.
- In 2003 (March) and 2001 (June), 2 females were in the program. In both years, the females were whites.

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

Year	Male & Female Total	Total Females	% Female
2005	73	--	0.0%
2003	54	2	3.7%
2001	52	2	3.8%

Roofer Apprentices by Race/Ethnicity

Year	Total Males & Females	Female Apprentices:					
		Total Females	African American	Hispanic	Native American	Asian	White
2005	73	--	--	--	--	--	--
2003	54	2	--	--	--	--	2
2001	52	2	--	--	--	--	2

L. Milwaukee Area Sheet Metal Joint Apprenticeship Committee

The Milwaukee Area Sheet Metal Joint Apprenticeship Committee sponsored 2 females out of 134 apprentices as of 2005 (September), 1 female out of 157 apprentices in 2003 (March), 1 female out of 174 apprentices in 2001 (June), and 1 female out of 162 apprentices in 1999 (September).

- Women comprise 1.5% of the sheet metal worker and environmental systems technician apprentices (as of September 21, 2005).

Sheet Metal Worker and Environmental Systems Technician Apprentices Sponsored by the Milwaukee Area Sheet Metal Joint Apprenticeship Committee

Year	Male & Female Total	Total Females	% Female
2005	134	2	1.5%
2003	157	1	0.6%
2001	174	1	0.6%
1999	162	1	0.6%

Female Sheet Metal Worker and Environmental Systems Technician Apprentices by Race/Ethnicity

Year	Total Males & Females	Female Apprentices:					
		Total Females	African American	Hispanic	Native American	Asian	White
2005	134	2	--	--	--	--	2
2003	157	1	--	--	--	--	1
2001	174	1	--	--	--	--	1
1999	162	1	--	--	--	--	1

- Two companies each have one female sheet metal apprentice: Johnson Control Inc. Pro-Tel Br #10 and Kubenik Mechanical.

M. Milwaukee Area Sprinkler Fitting Joint Apprenticeship Committee

The Milwaukee Area Sprinkler Fitting Joint Apprenticeship Committee sponsored no females out of 74 apprentices as of 2005 (September), no females out of 75 apprentices in 2003 (March), no females out of 66 apprentices in 2001 (June), and 1 female 73 apprentices in 1999 (September).

- No women were reported in the sprinklerfitter apprenticeship program in three of the four years studied.

Sprinklerfitter Apprentices Sponsored by the Milwaukee Area Sprinkler Fitting Joint Apprenticeship Committee

Year	Male & Female Total	Total Females	% Female
2005	74	--	0.0%
2003	75	--	0.0%
2001	66	--	0.0%
1999	73	1	1.4%

Female Sprinklerfitter Apprentices by Race/Ethnicity

Year		Total	African American	Hispanic	Native American	Asian	White
2005	74	--	--	--	--	--	--
2003	75	--	--	--	--	--	--
2001	66	--	--	--	--	--	--
1999	73	1	--	--	--	--	1

N. Milwaukee Area Tile Setter Joint Apprenticeship Committee

The Milwaukee Area Tile Setter Joint Apprenticeship Committee reported 9 apprentices as of 2005 (September).

- All 9 of the tile setter apprentices are white males (as of September 2005).

O. Milwaukee Area Steamfitter Joint Apprenticeship Committee (1999-2003)

The Milwaukee Area Steamfitter Joint Apprenticeship Committee reported 2 females out of 126 apprentices in 2003 (March), 4 females out of 153 apprentices in 2001 (June), and 4 females out of 120 in 1999 (September). Data reports were not provided in 2005.

- In March of 2003, out of 126 steamfitter apprentices, 109 were white, 9 African American, 3 Hispanic, 4 Native American, and 1 Asian.

Steamfitter Apprentices Sponsored by the Milwaukee Area Steamfitters Joint Apprenticeship Committee

Year	Male & Female Total	Total Females	% Female
2005	not available		
2003	126	2	1.6%
2001	153	4	2.6%
1999	120	4	3.3%

Female Steamfitter Apprentices by Race/Ethnicity

Year		Total	African American	Hispanic	Native American	Asian	White
2003	75	2	--	1	--	--	1
2001	66	4	--	2	--	--	2
1999	73	4	--	2	--	--	2

P. Wisconsin Operating Engineers Joint Apprenticeship Committee

The operating engineers apprenticeship program is sponsored by a statewide joint apprenticeship committee, which reported 436 apprentices employed as of October 10, 2005. (Milwaukee area companies were identified based on name matches with employer address files.)

- Statewide, 5.5% of operating engineer apprentices are females. In Milwaukee area companies, 3.7% of the apprentices are females.

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

Apprentices, as of October 10, 2005	Total	African American	Hispanic	Native American	Asian	White
Total - Statewide	436	10	7	6	2	411
Males	412	8	7	4	2	393
Females	24	2	--	2	--	20
Total - Milwaukee Area Companies	133	4	7	1	2	119
Males	128	4	7	1	2	114
Females	5	--	--	--	--	5

- Five Milwaukee area companies had female operating engineer apprentices as of October 2005: C.R. Meyer & Sons, Lunda Construction Co., Magill Construction Co., Payne & Dolan, and Sunnyslope Grading.

Q. Associated Builders and Contractors of WI-Waukesha Apprentices (Non-Union)

The Associated Builders and Contractors of WI-Waukesha Joint Apprentices Committee reported 241 apprentices as of September 21, 2005, in 12 construction trade areas. (Note: These apprentices are not included in union joint apprenticeship committees totals for Sections A. to P. above.)

- Three of the apprentices sponsored by the ABC of WI-Waukesha are female, or 1.2%. All are plumber apprentices.
- Companies with a female apprentice as of September 2005 include: Dave Burns Plumbing, O'Leary Plumbing & Heating, and T.J. Plumbing Co.