

**UTPI Presentation
(Manpower Job Training Program)
City of Milwaukee Common Council
Community & Economic Development Committee
March 19, 2007**

Thank you Chairman Davis and members of the Committee for the opportunity to provide an overview of job training efforts associated with the Manpower TIF.

The **Urban Trades Partnership Initiative (UTPI)** is a program model that trains and qualifies Milwaukee residents from underrepresented ethnic groups in the building and construction trades to enter apprenticeships.

UTPI is a public-private partnership that utilizes metro Milwaukee construction projects to provide employment opportunities with trade contractors. Participants are able to develop and grow their and abilities to become successful in the construction and building trades.

UTPI's programs are supported through training; tutoring and apprenticeship test preparation; and placement assistance with trade contractors.

First and foremost, I'd like to acknowledge the efforts of the partners that stepped forward to support UTPI programs to-date:

- The City of Milwaukee, through tax incremental financing, provided the foundation of \$250,000 to support job training as part of the development of RiverBend Place, the future home of Manpower's global headquarters.
- The Private Industry Council of Milwaukee County supports UTPI with Workforce Investment Act (WIA) resources that provide training and job readiness support. With an investment of \$250,000 in UTPI, the PIC also provides case management support to participants with soft skills and other life skills resources.
- The Forest County Potawatomi Community has committed \$250,000 to support UTPI on its \$240 million expansion project. As a UTPI partner, the Tribe continues its support of economic development projects in the city of Milwaukee. The two-year casino expansion project will provide employment opportunities in the construction trades.

- Gilbane Building Company has made a three-year commitment of \$250,000 by providing leadership and management support, technical assistance and development of the UTPI model. Gilbane also leverages its relationships with trade contractors to provide placement of UTPI candidates on designated projects.

Participants are recruited through a network of over 200 local community-based organizations, and participate in an entry level construction skills training program that was developed by the Wisconsin Regional Training Partnership (WRTP) and Building Industry Group Skilled Trades Employment Program (BIG STEP) in collaboration with the building trades Joint Apprenticeship and Training Committees.

UTPI participants spend an average of 32 hours per week in a classroom and construction training environment, and are exposed to six basic trades generally required on all construction projects including, Carpentry/Laborers, Cement Masonry/Brick Masonry, Electrical, Roofing and Painting. The training platform includes individualized tutoring and test preparation for state-required apprenticeship exams, including construction math which is essential to all skilled trade platforms. They receive \$8 per hour during training to help

Upon successful completion of the training program, the UTPI participants receive certifications in OSHA Safety, Forklift, Scaffolding, Powder Actuated Tools, First Aid/CPR/AED and RPP, if applicable.

I would like to acknowledge the efforts of the Wisconsin Regional Training Partnership (WRTP) and Building Industry Group Skilled Trades Employment Program (BIG STEP) and the Center of Excellence, in collaboration with the building trades Joint Apprenticeship and Training Committees. They have provided much-needed guidance and the support of the Milwaukee Building Trades to ensure that we are guiding the participants within the apprenticeship guidelines for each trade.

UTPI Progress Report

Class I –

The first UTPI class graduated 15 participants with all required coursework on October 23, 2006 (80% completion rate). To-date eight (8) UTPI graduates have been hired by trade contractors as apprentices, earning \$12 – \$19 per hour (60% placement rate). In addition, two (2) BIG STEP graduates have been hired to work on UTPI projects.

IBEW 494 Unindentured Worker Program (Pieper Power and Meer Electric)	2	Electrical
S. E. Wisconsin Carpenter's Union (C. G. Schmidt)	1	Carpentry
J. H. Findorff & Son, Inc.	4	Carpentry & Laborers

(Potawatomi Bingo Casino Expansion)
Olympic Wall Systems 4 Carpentry
(Manpower Headquarters)

Ten (10) full-time jobs have been created as a result of UTPI!

Several UTPI participants continue to participate in WRTP/BIG STEP tutoring programs in preparation for taking the Accuplacer and apprenticeship exams required by the specific trades.

Class II –

The second UTPI class of 11 participants completed all required coursework on March 2nd and they are presently taking the exams for the various trades, with a focus in carpentry and as laborers. We will host a completion ceremony on Thursday, March 22nd at 10:00 a.m. followed by a networking session with our trade contractors to discuss employment opportunities on the UTPI projects. We are pleased to report that we had a 100% completion rate in the second class and are very optimistic about their potential for placement on the two projects.

Class III –

The third UTPI class will begin May 14, 2007 and run until late-June. Interested parties should contact WRTP/BIG STEP to attend an orientation session to learn more about the UTPI program. We will provide information to each committee member.

Beyond Class III

Our goal is to host another class beginning in mid-July to further support the UTPI projects.

UTPI Trade Contractors

Through a competitive bid process, trade contractors are required to place a comparable number of UTPI participants to skilled journeymen and journeymen in specific trades as a condition of contract award on designated projects.

UTPI contractors that hire participants are supported with an hourly wage subsidy for a designated timeframe. The current platform provides a subsidy of \$4 per hour for up to 12-weeks per participant to the trade contractor that hires participants on the designated projects.

J. H. Findorff & Son, Inc., Thomas A. Mason Co. Inc. and Olympic Wall Systems have been very supportive of UTPI and have been working closely with Gilbane Building Company to identify workforce needs on the two urban projects. Representatives of these firms are with us today.

UTPI Participant Challenges

It would be unrealistic to give the impression that our participants haven't faced challenges before, during, and after training. Critical barriers include:

- Drivers license (not having one; paying off tickets because of suspension, etc.)
- Tutoring – needing to speed time improving math and reading skills; and preparing for Mechanical and Spatial aptitude exams required by the trades.
- Trades awareness- not knowing what is available, the process, the length of time spent in an apprenticeship
- Time management - not budgeting correctly for getting to or from class; participating in tutoring, and to get personal matters taken care of (child care; transportation; legal matters; etc.).
- Money – not having any, not budgeting correctly or needing to work instead of coming to class
- Need help completing required forms- applications, resumes, I-9, W-4
- Lack of adequate transportation – not having an automobile, driving illegally, expired plates, unreliable vehicle.
- Drug use- not being able to pass a drug test
- Not having a High School diploma, GED or HSED

Budget

We have expended \$105,000 of funding from the City of Milwaukee, with \$144,000 remaining to support the upcoming UTPI class. These expenditures support the hourly training wage; program support (recruitment, apprenticeship coordination; retention support; etc.); and, wage subsidies for trade contractors.

Summary

In summary, the City's commitment to supporting employment and training through partnerships with local businesses in the construction trades is to be commended. As each of us do our part to have an impact, our entire community will benefit. I am happy to answer any questions that you may have at this time. Thank you.

**Forest County Potawatomi Community
UTPI CED Committee Hearing
Monday, March 19, 2007**

Unfortunately, Chairman Frank of the Forest County Potawatomi Community was unable to be here today, but he sends his regards to the CED Committee and recognizes the efforts of Chairman Davis and his tireless commitment to the UTP Initiative.

As a partner, the Forest County Potawatomi is equally committed to helping underrepresented ethnic groups in the building and construction trades to enter apprenticeships, ultimately enriching our workforce and community.

Tribal values and traditions of the Potawatomi provide for preparing future generations, and the Tribe sees this Initiative as a catalyst to ensuring just that.

With a \$240 million expansion project currently underway at Potawatomi Bingo Casino, the Tribe is helping to provide additional economic impact through this Initiative, for example;

- Tribe's commitment to providing 500 construction jobs as part of the casino expansion project, generating \$44 million in payroll for local construction workers;
- Adding 1,000 new casino jobs to its already 2,000 strong workforce when expansion is completed in 2008;
- Tribe's commitment to diversity in its business and on the construction project, both for the workforce and minority, women and disadvantaged business enterprises.

The Forest County Potawatomi recognizes the importance of governments and private businesses working together to address Milwaukee's high unemployment, and serving those communities most often neglected.

We recognize and thank the other UTPI partners, and remain committed to ensuring the success of this effort.

Thank you.

ELCS UTPI 107 CLASS SCHEDULE- January 29- March 2

Entry Level Construction Skills Class for Carpenters, Cement Masons, Electricians, Steamfitter, Bricklayers

MONDAY Jan 29	TUESDAY Jan. 30	WEDNESDAY Jan. 31	THURSDAY Feb. 1	FRIDAY Feb. 2
<p>Introduction: W/RTP Staff Industry Awareness Essential Skills BIG/STEP Testing and Assessment</p>	<p>Essential Skills Types Of Construction Industry Awareness Math Exam</p>	<p>Construction Math Safety Awareness</p>	<p>Construction Math Job Development 3pm</p>	<p>Construction Math Injury Prevention 12:30-3:30</p>
<p><u>Feb. 5</u> Construction Math Tool Box Distribution Hand Tools Materials of Construction Materials & Handling</p>	<p><u>Feb. 6</u> Hand Tool -- speed square & framing Square Safety Awareness Milwaukee Power Tool</p>	<p><u>Feb. 7</u> Construction Math Hand Tools Power Tool- (shop) Materials & Handling</p>	<p><u>Feb. 8</u> Universal Const. Terminology Blueprint Reading Stick Building</p>	<p><u>Feb. 9</u> Construction Math</p>
<p><u>Feb. 12</u> Industry awareness review Blueprint Reading</p>	<p><u>Feb. 13</u> Scaffold Erection & Safety</p>	<p><u>Feb. 14</u> Concrete Form Building Layout</p>	<p><u>Feb. 15</u> Blueprint Reading Building Layout Stick Building Job Development 3pm</p>	<p><u>Feb. 16</u> SCAFFOLD CERTIFICATION & POWDER ACTUATED CERTIFICATION</p>
<p><u>Feb. 19</u> Steamfitter Awareness Trade introduction Tool Identification Material overview Basic Hands On Skills</p>	<p><u>Feb. 20</u> Contractors Presentation 11:00 a.m. – 12:00 p.m. Cement Mason Awareness Trade Introduction Tool Identification Material overview Basic Hands On Skills</p>	<p><u>Feb. 21</u> Painters Awareness Trade Introduction Tool Identification Material Overview Basic Hands On Skills</p>	<p><u>Feb. 22</u> Laborer Awareness Trade Introduction Tool Identification Material Overview Basic Hands On Skills</p>	<p><u>Feb. 23</u> Electrical Awareness Trade introduction Tool Identification Material overview Basic Hands On Skills</p>
<p><u>Feb. 26</u> Job Development 8:30 am FORKLIFT</p>	<p><u>Feb. 27</u> OSHA 10</p>	<p><u>Feb. 28</u> OSHA 10</p>	<p><u>Mar. 1</u> RED CROSS FIRST AID AED/CPR</p>	<p><u>Mar. 2</u> RED CROSS FIRST AID AED/CPR</p>

Classes in **BOLD** text are required to complete the program. Students will be made aware of any changes to the schedule concerning the required segments in advance. Participation in tutoring is an expectation and should be scheduled outside of class hours through BIG STEP Classes run 8:30am-3:30pm daily with a 30 minute lunch.

During the Trade Specific Awareness days, representatives from the industry will teach class with assistance from the skilled trades collaborative. Students will be exposed to all trades indicated throughout the class as well. Tutoring will occur after class and will be incorporated into the curriculum as needed. The schedule for this week is subject to change based on instructor availability. Following class, students will schedule to take the Accuplacer exam for desired trade.



Entry Level Construction Skills Training

Provides students with an introduction to construction industry prior to entering into an apprenticeship through classroom & hands-on training, tutoring and apprenticeship test preparation.

Program schedule: May 14 – June 22, 2007

Training Components:

- Essential work skills
- Construction industry awareness & introduction to apprenticeship in a variety of building trades.
- Health & Safety
- Industry Specific Certifications - OSHA 10 Safety, Forklift, Scaffold, Powder Actuated Tool Operator
- Math & Basic Print Reading
- Tools & Materials Handling
- Tutoring to assist participants with applicable entrance exams
- Placement assistance available upon successful completion of training.
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Requirements:

- 18 years or older
- High School Diploma or Equivalent (HSED, GED)
- Ability to pass drug screen
- Ability to get to and from Job Site
- Drivers license required for apprenticeship
- Minimum 6th Grade Reading & Math Ability
- Be required to take a math & reading test

**Qualified candidates should contact BIG STEP at (414) 342-9787 to register.
Placement assistance available upon successful completion of training.**

As a condition to the award of financial assistance from the Department of Labor under the applicable program, the grant applicant assures that it will comply fully with the nondiscrimination and equal opportunity provisions of the following laws: Section 188 of the Workforce Investment Act (WIA), which prohibits discrimination against all individuals in the United States on the basis of race, color, religion, sex, national origin, age, disability, political affiliation or belief, and against beneficiaries on the basis of citizenship, status as a lawfully admitted immigrant authorized to work in the United States or participation in any WIA Title I - financially assisted program or activity; Title VI of the Civil Rights Act of 1964, as amended; Section 504 of the Rehabilitation Act of 1973, as amended; the Age Discrimination Act of 1975, as amended; Title IX of the Education Amendments, as amended. The grant applicant also assures it will comply with 29 CFR part 37 and all other regulations implementing the laws listed above.

URBAN TRADES PARTNERSHIP INITIATIVE (UTPI)

(FOUNDING PARTNER: GILBANE BUILDING COMPANY)

The Urban Trades Partnership Initiative (UTPI) is a program model that trains and qualifies Milwaukee residents from underrepresented ethnic groups in the building and construction trades to enter apprenticeships.

UTPI is a public-private partnership that utilizes Metro Milwaukee construction projects to provide employment opportunities with trade contractors. Participants are able to develop and grow their abilities to become successful in the building and construction trades. UTPI's programs are supported through training; tutoring and apprenticeship test preparation; and placement assistance with trade contractors.

UTPI SITUATION OVERVIEW

A review of the apprenticeships in the Milwaukee area focused in the building and construction trades noted that approximately 13.7% of construction trade apprentices were from underrepresented ethnic groups or 207 of a total 1,515 apprentices in 2005. *

To address this deficiency, UTPI has developed a program model that trains and qualifies Milwaukee residents from underrepresented ethnic groups in the building and construction trades to enter Wisconsin Bureau of Apprenticeship Standards (BAS) apprenticeships through December 31, 2008.

UTPI CAPACITY BUILDING APPROACH

UTPI utilizes major urban construction projects in Milwaukee, Wisconsin that provide opportunities to develop and grow participant's skills and abilities to become successful in the construction and building trades.

Potential construction projects include:

- RIVERBEND PLACE DEVELOPMENT — \$60 MILLION
- POTAWATOMI BINGO CASINO EXPANSION — \$180 MILLION
- DOWNTOWN COMMERCIAL DEVELOPMENT PROJECTS — \$150 MILLION (TENTATIVE)

The combined buildings represent over \$390 million in construction and 2.3 million manhours of work, of which more than 450,000 can be provided by UTPI participants that reside in Milwaukee County.

PROJECT TIMELINE

Construction projects that are underway and scheduled for completion by December 2008.

UTPI PARTNERSHIP APPROACH

A collaborative model supported by public-private entities. The founding partners and board members include:

- CITY OF MILWAUKEE
- PRIVATE INDUSTRY COUNCIL OF MILWAUKEE COUNTY
- GILBANE BUILDING COMPANY
- FOREST COUNTY POTAWATOMI COMMUNITY

UTPI PROGRAM APPROACH

Gilbane Building Company in partnership with the City of Milwaukee, the UTPI founding partners, trade contractors, local community-based organizations and property owners have developed a job training and education program that prepares participants for employment in the construction trades and related occupations.

The Urban Trades Partnership Initiative is a 501(c)3 non-profit entity under the Internal Revenue Service code and has the capability to receive and administer funding to support UTPI programs.

UTPI participants are recruited through a network of over 200 local community-based organizations. They participate in an entry level construction skills training program that was developed by the Wisconsin Regional Training Partnership (WRTP) and Building Industry Group Skilled Trades Employment Program (BIG STEP) in collaboration with the building trades' Joint Apprenticeship and Training Committees.

The participants spend an average of 32 hours per week in a classroom and construction training environment, and receive an hourly stipend during training. UTPI participants are exposed to six basic trades generally required on all construction projects including:

- CARPENTRY/LABORERS
- CEMENT MASONRY/BRICK MASONRY
- ELECTRICAL
- ROOFING
- PAINTING

The training platform also incorporates individualized tutoring and test preparation for state-required apprenticeship exams, including construction math which is essential to all skilled trade platforms.

Upon successful completion of the training program, the UTPI participants receive the following certifications:

- OSHA 10 SAFETY
- FORKLIFT
- SCAFFOLDING
- POWDER ACTUATED TOOL OPERATOR
- FIRST AID/CPR/AED

* University of Wisconsin-Milwaukee Employment and Training Institute and the Milwaukee Branch of the NAACP entitled, "Report Card on Minority and Female Participation in Construction Trade Apprentices in the Milwaukee Area: Who's at the Pipeline for Skilled Construction Trades?" January 2009.



URBAN TRADES PARTNERSHIP INITIATIVE

BASIC PARTICIPANT QUALIFICATIONS

Participants must be residents of Milwaukee County and at least 18 years of age. Individuals must be physically fit, with a generally good medical history and pass a drug screen. A High School diploma or GED is required. Candidates should generally be at the 6th grade proficiency level, and have a willingness to work and attend school along with an understanding of the skilled trades.

Participants without any construction-related skills will be evaluated for placement in trade-specific training modules while receiving tutoring and supportive skills services.

Trade-specific training is administered with UTPI participants through on-the-job assignments and classroom delivery. Trade Contractors will pay an estimated hourly rate in an established wage classification for the designated trade with an average hourly rate of \$15.

UTPI APPRENTICESHIP ENTRY

UTPI participants are required to take Wisconsin BAS apprenticeship exams in specific trades. Success in passing the apprenticeship exams requires completion of the Entry-level Construction Skills coursework, supported by tutoring and examination preparation.

UTPI GOALS

- * IDENTIFICATION OF TARGETED GROUPS
- * RECRUITMENT
- * NEEDS ASSESSMENT AND PERSONAL GOALS
- * EVALUATION OF INDIVIDUAL SKILL SETS
- * DEVELOPMENT OF PARTICIPANT ACTION PLAN
- * TRAINING PLATFORM INCLUDING SCHOOLING, MENTORING AND JOB SEARCHING
- * IDENTIFICATION OF EMPLOYMENT OPPORTUNITIES
- * DEVELOPMENT OF REFERRAL PROCESS AND CAREER PATH PLANNING

UTPI TRADE CONTRACTOR APPROACH

Through a competitive bid process, contractors are required to place a comparable number of UTPI participants to skilled journey-level employees in specific trades as a condition of contract award.

UTPI contractors that hire participants will be supported with an hourly wage subsidy for a designated timeframe. The current platform provides a subsidy of \$4 hour for up to 12-weeks per participant to the trade contractor that hires participants on the designated projects.

A UTPI Ombudsman oversees the relationship between participant and trade contractor. Key performance indicators include written reports, a dispute resolution process and regular communications with all partners.

UTPI PROGRESS REPORT

CLASS I

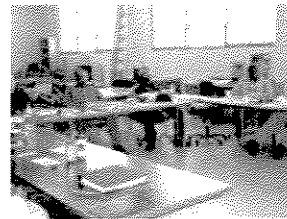
The first UTPI platform was launched in September 2006 with 19 participants. More than 80% completed the required coursework. Local trade contractors have placed eight participants on commercial projects in Milwaukee, Wisconsin as apprentices, earning \$12 – \$19 per hour. In addition, two graduates from a complementary entry level construction skills course have been hired by trade contractors to work on UTPI projects.

Ten full-time jobs have been created with a 59% placement rate as a result of UTPI!

ORGANIZATION	STUDENTS	PROGRAM
J.H. Findorff & Son, Inc.	4	Carpentry & Laborers
Olympic Wall Systems	4	Carpentry
IBEW 494 Unindentured Worker Program (Meer Electric)	1	Electrical
S.E. Wisconsin Carpenter's Union (C.G. Schmidt)	1	Carpentry

CLASS II

The second UTPI platform was launched in January 2007 with eleven participants. Commitments have been made by trade contractors to place a number of UTPI graduates in the electrical and carpentry trades upon successful completion of the training and testing for apprenticeship.



UTPI CONTACT INFORMATION

PROGRAM COORDINATION

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UTPI TRAINING

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NEWS RELEASE

Contact:
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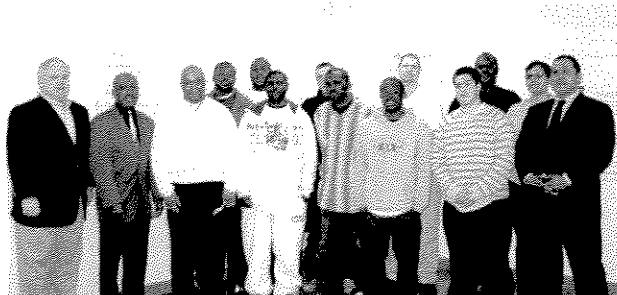


FOR IMMEDIATE RELEASE
February 7, 2007

Second training class for Urban Trades Partnership Initiative (UTPI) is officially underway to support Milwaukee’s building and construction trades

Milwaukee, WI – A second group of Milwaukee residents selected for the Urban Trades Partnership Initiative (UTPI) have begun their construction training and education program. As one of the founding partners of UTPI, Gilbane Building Company provides resources and support to help meet the needs of the local workforce. Upon completion of their five-week course, Gilbane will set up the trainees to work on its Manpower World Headquarters and Potawatomi Bingo Casino projects.

The participants were welcomed by several of the program’s supporters including Milwaukee Alderman Joe Davis. Class participants are recent high school graduates and many individuals are making career changes. During brief introductions, the participants expressed gratitude for the opportunity.



Eleven individuals are participating in the second Urban Trades Partnership Initiative (UTPI) training class. After training, Gilbane Building Company will place the participants on one of its metro Milwaukee projects – Manpower World Headquarters or Potawatomi Bingo Casino. Pictured with the class are several UTPI Board Members including Geoff Hurtado (far left), Ald. Joe Davis (second from left) and Mike Goodrich, Potawatomi Bingo Casino General Manager (far right).

The Urban Trades Partnership Initiative (UTPI) is a program model that trains and qualifies Milwaukee residents from underrepresented ethnic groups in the building and construction trades to enter apprenticeships. UTPI is a public-private partnership that utilizes metro Milwaukee construction projects to provide employment opportunities with trade contractors. More than \$1 million in resources have been generated to support UTPI programs. Joining in the partnership is the City of Milwaukee, the Private Industry Council of Milwaukee County, Gilbane Building Company and the Forest County Potawatomi Community.

“We are pleased to kick-off a second class of trainees as part of the Urban Trades Partnership Initiative,” said Linda Sowell, Gilbane’s Director of Strategic Programs and UTPI’s managing director of the training program. “The participants are eager to learn more about the construction industry and start their careers on exciting projects in Milwaukee.”

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Second training class for Urban Trades Partnership Initiative - Page 2



The first UTPI program was launched in September 2006 with 19 participants. More than 80 percent of the participants completed the coursework and are preparing for the apprenticeship exams.

The Forest County Potawatomi Community has committed its support to UTPI. In addition to being one of four founding partners and supporting the Initiative with a \$250,000 grant, UTPI participants that complete the apprenticeship requirements will have the opportunity to work with contractors on the \$240 million expansion project currently underway at Potawatomi Bingo Casino.

"We hold strong beliefs in diversity, in preparing for future generations and in serving the communities in which we live and work," said Mike Goodrich, Potawatomi Bingo Casino General Manager and Forest County Potawatomi tribal member. "We hope by our support and examples, these students will take advantage of all that this program has to offer, so they can become examples and mentors for future generations."

Participants are recruited through a network of over 200 local community-based organizations, and participate in an entry level construction skills training program that was developed by the Wisconsin Regional Training Partnership (WRTP) and Building Industry Group Skilled Trades Employment Program (BIG STEP) in collaboration with the building trades Joint Apprenticeship and Training Committees. Participants spend 32 hours per week in training and commit to additional time for tutoring. Six basic trades are covered during training including carpentry/laborers, cement masonry/brick masonry, electrical, roofing and painting.

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