



MILWAUKEE BUILDING & CONSTRUCTION TRADES COUNCIL

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Alderman Jim Bohl – District #5
Milwaukee City Hall
200 E. Wells Street, Rm. 205
Milwaukee, WI 53202

Dear Chairman Bohl and Members of the ZND Committee,

The Milwaukee Building Trades must respectfully decline your invitation to attend the upcoming ZND Committee meeting scheduled for Tuesday, October 4th at 9am. We are scheduled to attend an important industry gathering in Lacrosse on that day. We are, however, available to attend the October 25th Committee meeting and would be delighted to do so.

In the meantime, please take a moment to review the enclosed information on construction industry trends in the City of Milwaukee. As you can see, union-affiliated apprenticeship programs have increased our minority participation, thus broadening the pipeline to prepare community members for the trades. As a key member of the coalition that lobbied to expand RPP standards to 40% in 2009, the Milwaukee Building Trades remains committed to the RPP program. But, at the end of the day contractors need to hire apprentices in order for the program to be successful. In the case of recent projects that did not meet the 40% area standard, we do not feel that all of those contractors utilized their resources adequately.

Again, we regret that we are unable to make the October 4th ZND Committee meeting. We would be more than happy to address the committee at a later date to discuss this matter at length,

Sincerely,

Dan Bukiewicz
President

Enclosure: (1)

Update on Construction Apprenticeship Trends in the Milwaukee Area

In 2010 The Milwaukee County Apprenticeship Work Group, a diverse group of stakeholders convened by then County Board Chairman Lee Holloway, issued a report that examined barriers that minorities face in entering registered apprenticeship programs in the area. The report called for more effort to have the participation in local apprenticeship programs mirror that of the local community. Since the report was released, 10 of the 16 Union-affiliated Construction Trades Apprenticeship programs in the Greater Milwaukee metro area increased their minority participation.

STATE REGISTERED APPRENTICESHIP COMMITTEE	% MINORITY 2010	% MINORITY 2015	TREND 2010-2015
ABC Waukesha (non-union) They train multiple crafts in same program.	16%	8%	-
Union Trade Committees			
• Bricklayers	41%	28%	-
• Cement Masons	23%	35%	+
• Electricians	13%	16%	+
• Ironworkers	18%	19%	+
• Painters	19%	23%	+
• Plumbers	14%	28%	+
• Sheet Metal	12%	13%	+
• Sprinkler-fitter	10%	2%	-
• Tile Setters	0%	13%	+
• Carpenters	19%	27%	+
• Steamfitters	7%	5%	-
• Laborers	48%	42%	-
• Roofers	34%	38%	+
• Glazers	3%	10%	+
• Heat & Frost Insulators	16%	11%	-
• Operating Engineers	8%	6%	-

Data Source: WI Dept. of Workforce Development

[+ = increase - = decrease]

Six trades have minority representation in their apprenticeship programs that reflects the diversity of the metro area population (at or above 24% of the metropolitan workforce), up from three programs in 2010. Union apprenticeships account for 92% of minority employment in entry-level construction trade employment & training positions in the metro Milwaukee region. Union construction companies are employing more than ten times the number of minority workers than non-union companies. The ABC program covering the metro Milwaukee area trained just 27 people of color in 2015.

Several recent studies have credited registered apprenticeship programs for providing superior results in training and preparing minority workers for long-term careers over other types of workforce development programming. The unique “earn while you learn” model of apprenticeships is part of the reason for the success. The Milwaukee Building and Construction Trades Council is proud of the progress toward diversity that the programs listed above are making.