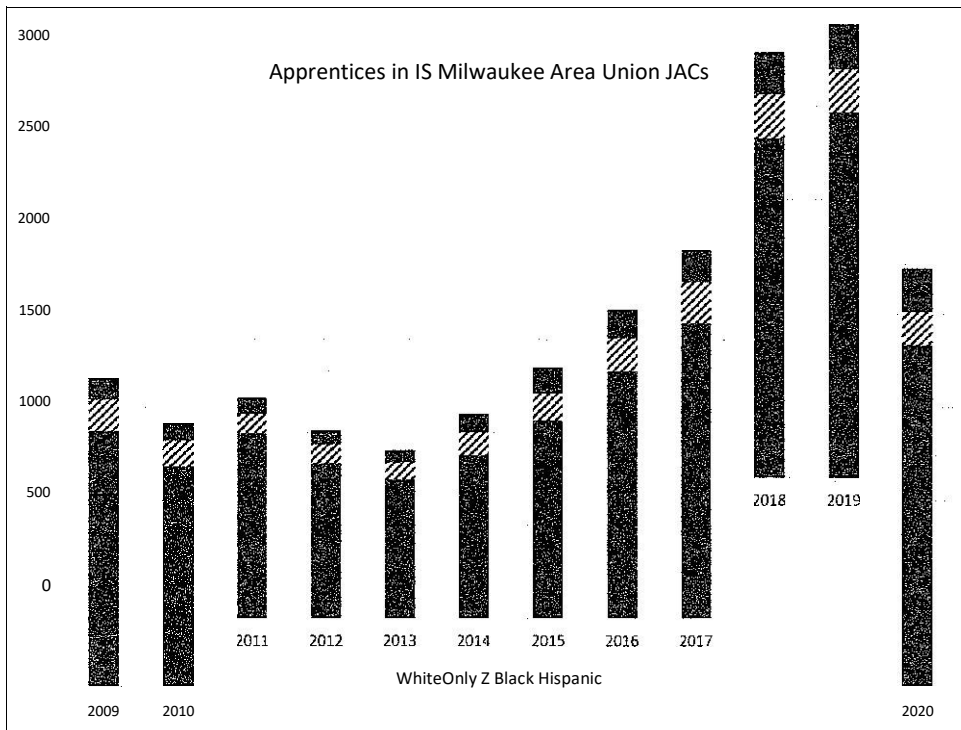


Memo to: NAACP Industry and Labor Committee
 From: Lois Quinn
 Date: March 12, 2021
 Analysis of DWD "Characteristics of Active Apprentice Contracts,"
 Milwaukee Area Joint Apprenticeship Committees, as of 1/1/21

Here is a preliminary analysis of the latest Wisconsin Department of Workforce Development spreadsheets on the race/ethnicity of apprentices enrolled with the 15 union joint apprenticeship committees (JACs) serving the Milwaukee area, the ABC of WI-Waukesha non-union JAC, and the statewide numbers for the Wisconsin Operating Engineers JAC.

15 Union Joint Apprenticeship Committees in the Milwaukee Area

The number of apprentices in the 15 Milwaukee area union JACs declined from 2009 to 2013 in reaction in part to the Great Recession. Beginning in 2014 the number of apprenticeships began increasing. The peak is seen in 2019, with a modest decline in enrollments in 2020 (the COVID year). The vast majority of apprentices from 2009 through 2020 were White.



Most disappointing is the small number of Black apprentices receiving training during recent years. Notably, Black apprentices showed a very modest net gain of 62 apprenticeship slots in 2019 compared to 2009, while White apprentices had 589 more slots in 2019 than in 2009. The ten-year annual gain of 62 Black apprentices was nearly wiped out by a net loss of 52 apprenticeship contracts in 2020, the COVID year. Hispanics showed net gains of 125 contracts from 2009 to 2019 and then a net loss of 12 contracts in the 2020 COVID year. By contrast, while White apprentices made up 80% of all apprentices in 2019, they suffered only 67% of the net loss of apprenticeship slots in the 2020 COVID year.

Active Apprenticeship Contracts with 15 Union Joint Apprenticeship Committees in Milwaukee Area: 2009-2020

Year	Total	White onl	Total Minori	Black	His anic	Other Minori	White onl %	Total Minori %	Black	Hispanic	Other Minor" %
2009	1,684	1,377	307	166	116	25	82%				
2010			251	136	96	19	82%	18%			
	1,207	996	211	105	88	18	83%	17%	9%	7%	
2012		835	190	102	75	13				7%	1%
2013	927	748	179	90	70	19					2%
2014			247	125	98	24	78%	22%		9%	2%
2015	1,367	1,067	300	145	134	21					2%
2016	1,696		365	176	155	34	78%	22%			2%
2017	2,012	1,589	423	215	176	32					
2018	2,320	1,826	494	233	224	37			10%		
2019	2,472	1,966	506	228	241	37		20%			
2020	2,276	1,835									
15 Union JACs					White only	Minority Total	Black	Hispanic	Other Minority		
Change, 2009-2020				+592	+458	+134	+10		+11		
Change 2009-2019				+788	+589	+199	+62	+125	+12		
Change, 2019-2020											
% of 2019-2020 LOSS				100%							

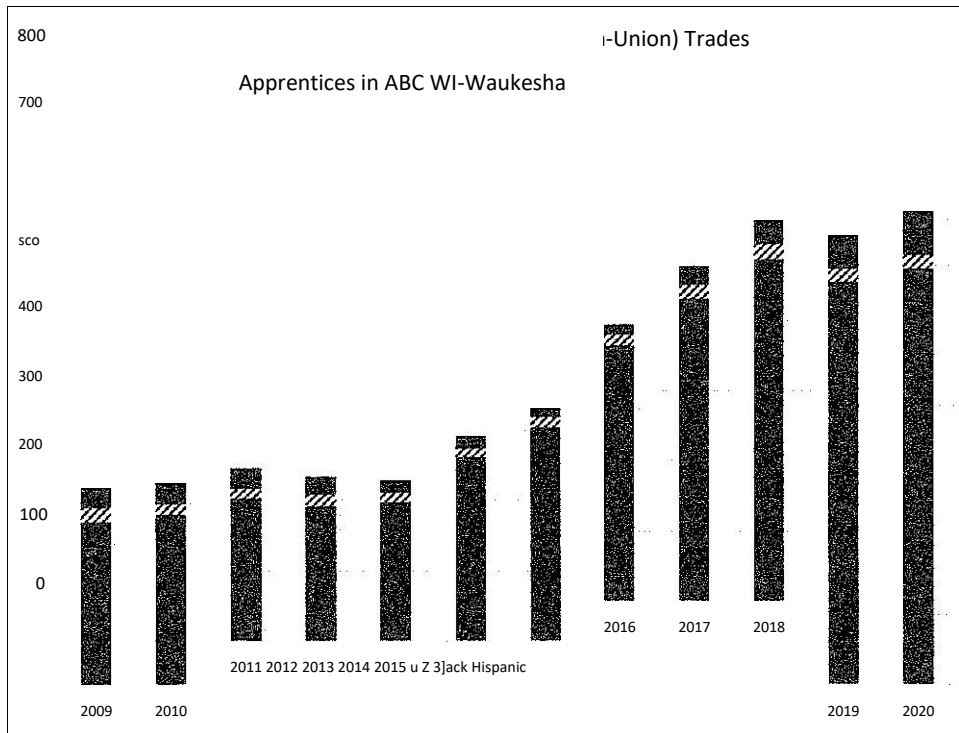
In 2020 there were 10 times as many White workers receiving union apprenticeship training in the Milwaukee area JACs as Black workers. The highest number of apprentices of color were being trained in 2020 as carpenters (including 40 Black and 44 Hispanic apprentices) and construction craft laborers (including 40 Black and 41 Hispanic apprentices). The most White apprentices were being trained as carpenters (with 300 White apprentices), electricians (with 292 White apprentices), and steamfitters (with 253 White apprentices).

Apprentices with the 15 Milwaukee Area Union Joint Apprenticeship Committees in 2020

Joint Apprenticeship Committee	Total	White Onl	Minori	Black	His anic	Other Min.	White One %	Minority %	Black	Hispanic	Other Min. %
SE WI Area carpentry JAC	392	300	92	40	44	8		23%			
Milwaukee Area Electrical JAC	336	292	44	19	19	6			6%	6%	
SE WI Area Steamfitting JAC	274	253	21	8	11	2				4%	
Milwaukee Area Sheet Metal JAC	241	212	29	12	16		88%			7%	0%
Milwaukee Area Ironworking JAC	237	198	39	8	19	12			3%	8%	5%
Milwaukee Area Plumbing JAC		162	34	14	19		83%				
SE WI construction Craft Laborers JAC	187	101	86	40	41	5	54%	46%			
SE WI Roofing & Waterproofing JAC	81	52	29	11	18			36%			
Milw. Area Painting & Decorating JAC	72	49	23	4	18		68%				
Milwaukee Area Sprinkler Fitter JAC	68	64	4	1	2		94%			3%	
Southern WI Heat & Frost Insul. JAC	58	51	7	2	5	0	88%		3%	9%	0%
Southeastern Glazing JAC	47	46						2%		0%	
Milwaukee Area Bricklaying JAC	42	26	16	10	8	(2)		38%	24%		
Milw. Area Cement Masonry JAC	28	19	9	3	6	0	68%			21%	0%
Milwaukee Area Tile Setters JAC	17	10	7	4	3			41%	24%		
Apprentices under Contract	2,276	1,835	441	176	229	36			8%		2%

Associated Builders and Contractors (ABC) of WI-Waukesha

The ABC of WI-Waukesha Joint Apprenticeship Committee has shown an increase in its total non-union apprentices annually since 2013, including in 2020 (the COVID year).



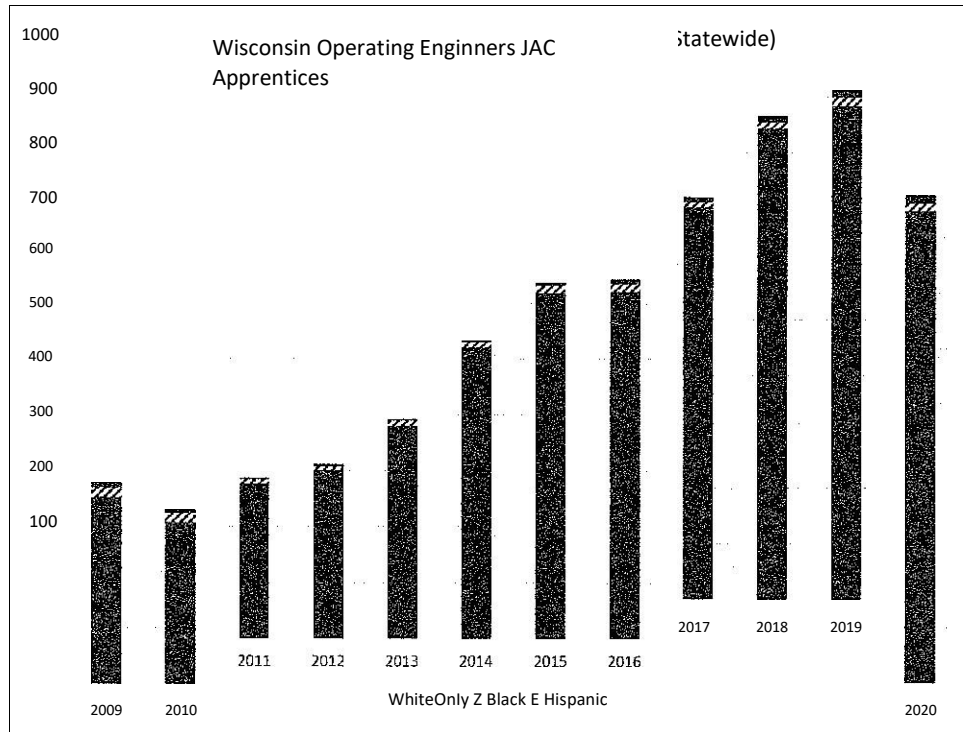
The number of White (non-minority) apprentices trained by ABC WI-Waukesha increased from 231 apprentices in 2009 to 595 in 2020. Meanwhile the number of Black apprentices increased by only one (from 19 apprentices in 2009 to 20 in 2020). Hispanic apprentices showed a gain of 34 (from 29 apprentices in 2009 to 63 in 2020). In 2020 there were almost 30 times as many White apprentices training with ABC WI-Waukesha as Black apprentices.

Active Apprenticeship Contracts with ABC Wisconsin-Waukesha: 2009-2020

Year	Total	White Only	Total Minority	Black	Hispanic	Other Minority	White Only %	rotat Minority %	Black	Hispanic	Other Minority %
2009	279	231	48	19	29	0	83%	17%	7%		0%
2010	287	241	46	14	32						0%
2012	236	191	45	17	26	2					
2013	231	197	34	13	19	2					
2014	293	261	32	12	18	2					1%
2015	332	304	28	14	13				4%		
2016	397	364	33	16	15	2	92%		4%	4%	
2017	484	432	52	19	27	6					1%
2018	548	488	60	22	33	5			4%	6%	1%
2019	649	576	73	18	49	6	89%				1%
2020	682	595	87	20	63	4					

Wisconsin Operating Engineers JAC

The Wisconsin Operating Engineers JAC operates a statewide apprenticeship program, including training for workers in the Milwaukee area. The statewide number of apprentices with the Wisconsin Operating Engineers JAC increased annually from 2011 to 2019. Then, in the 2020 COVID year there were 883 apprentices under contract, down from 921 the prior year. Nearly all of those trained were White persons. In both 2019 and 2020, 96% of the apprentices were identified as White (and non-minority).



The number of Black apprentices was at its highest back in 2009 (with 17 Black workers trained). The number of Hispanic apprentices was at its highest in 2020 (with 15 Hispanic workers trained). By contrast, 884 White apprentices were trained as operating engineers in 2019.

Active Apprenticeship Contracts with the Wisconsin Operating Engineers JAC: 2009-2020

Year	Total	White Onl	Total Minori	Black	His anic	Other Minori	White Oni %	Total Mino •	Black	Hispanic	Other Minor • %
2009	366	333	33	17	10	6		9%		3%	
2010	313	288	25	15	7	3		8%			
2011	294	276		8	4	6	94%	6%	3%		
2012	319	301	18	6	4	8	94%		2%		
2013	404	380	24	9	3	12	94%		2%	1%	
2014	546	520	26	9	3	14				1%	
2015	656	619	37	13	7	17					
2016	659	622	37	13		15	94%		2%		
2017	733	702	31	9		13	96%				
2018	873	842	31	11	13	7		4%			
2019						8	96%				
2020	883		37	14	15	8	96%	4%	2%	2%	

Methodology

The data for this analysis is from the Wisconsin Department of Workforce Development report on "Characteristics of Active Apprentice Contracts (Milwaukee) Historical Summary by Committee, dated 1/1/2021.¹ The department agreed to publish monthly and annual data on apprenticeship contracts by race/ethnicity, gender, and sponsoring joint apprenticeship committee in response to requests from the Milwaukee NAACP.

As with previous University of Wisconsin-Milwaukee Employment and Training Institute and NAACP Industry and Labor Committee reports, the joint apprenticeship committee sponsorship data are analyzed separately for the 15 union JACs serving the Milwaukee area, the non-union ABC of Waukesha JAC, and the statewide Wisconsin Operating Engineers JAC.² The DWD spreadsheets provide unduplicated counts of the total number of apprentices and the number of individuals identifying in whole or in part as "minority" (that is, Black, Hispanic, Asian, or Native American). For this paper the "White only" population includes only those individuals identifying solely as White and not also as a member of a minority group. There may be some overlap between persons listed as Black and Hispanic.

¹ The DWD report is posted online at https://dwd.wisconsin.gov/apprenticeship/appr_stats/active_appr_characteristics_bycommittee_milwaukee.pdf

² For possible racial/ethnicity goals for apprenticeship training, see A "Milwaukee Plan" for Construction Trade Apprenticeships? Workforce Challenges for 2014 (University of Wisconsin-Milwaukee Employment and Training Institute, 2014) at http://dc.uwm.edu/eti_Pubs/6. Additional UWM-ETI apprenticeship studies are posted on the UWM website at http://dc.uwm.edu/eti_pubs/.