WRTP/BIG STEP is a nonprofit workforce intermediary dedicated to enhancing the ability of public and private sector organizations to recruit, develop and retain a more diverse, qualified workforce in construction, manufacturing, and other emerging sectors of the regional economy.

EST. 1976
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WRTP/BIG STEP’s success in priming the pipeline from entry-level job seekers to family-sustaining careers in construction, manufacturing, and other emerging sectors has built upon the strong foundation of two extraordinary legacies. With the consolidation of the Wisconsin Regional Training Partnership (WRTP) and BIG STEP’s Board of Directors, WRTP/BIG STEP has become an even more effective and innovative nonprofit workforce intermediary dedicated to meeting the workforce needs of our regional economy.

In 2015, WRTP/BIG STEP expanded its impact beyond the Greater Milwaukee area, in South Central Wisconsin, and in Minnesota. WRTP/BIG STEP has proven itself capable of meeting the real-time needs of industry. Through open communication with our workforce partners – labor, management, and the community at large – we have ensured that the timely and specific needs of industry are met while connecting under-employed, under-served, and under-represented individuals to family-sustaining careers.

WRTP/BIG STEP’s success is no accident – our excellence as a workforce intermediary has been the product of careful planning, in-depth insights and expertise in our regional economy, and thoughtful implementation of innovative projects. WRTP/BIG STEP has upheld its commitment to training and preparing a more diverse, qualified workforce for success in today’s economy.

We will continue moving forward, exceeding industry’s workforce needs, and promoting stronger communities and a more competitive regional economy.

Sheila Cochran & Mike Fabishak, Co-Chairs

PRESIDENT’S MESSAGE

Leading an organization as innovative and dynamic as WRTP/BIG STEP has been an exciting and rewarding challenge. Our mission is simple, but the work itself is incredibly complex. We enhance the ability of public and private industry partners to recruit, develop, and retain a more diverse, qualified workforce. This means building a pipeline of youth and adult workers prepared to succeed in meeting industry’s timely and specific workforce needs.

Accomplishing our mission has meant bringing together a diverse set of actors, which I liken to weaving together a million threads to produce a beautiful tapestry. From local manufacturers to national policymakers, underground utility projects and to shining skyscrapers. We help our industry partners access a workforce in our community.

Throughout 2015, the combined effort of everyone involved in our organization has made our mission possible. Through our industry-led, worker-centered, and community-focused approach to workforce development, we have done incredible things and helped a much wider group of people enjoy the benefits of a growing regional economy. This tapestry that we have helped create truly is a wonder to see.

Mark Kessenich, President & CEO
2,580
Individuals Served

874
Trained

638
Connected to Careers

$16.19/hr
Average Entry Wage

193
Companies Served

153
Registered Apprenticeships

224
Placed Through Triada

FAMILY INCOME PRIOR TO WRTP/BIG STEP

- $6,000 or less: 17%
- $6,001 - $12,000: 10%
- $12,001 - $20,000: 18%
- $20,001 - $30,000: 14%
- $30,001 - $40,000: 10%
- $40,001 or more: 31%

EMPLOYMENT BY SECTOR

- Construction: 62%
- Manufacturing: 23%
- Other: 9%

EMPLOYMENT BY CHARACTERISTIC

- African American: 48%
- Caucasian: 32%
- Hispanic: 7%
- Other: 15%

EMPLOYMENT BY AGE

- 18-24: 7%
- 25-34: 14%
- 35-54: 36%
- 55+: 43%
# 2015 Financial Summary

## Current Assets

<table>
<thead>
<tr>
<th>Asset Type</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>$213,827</td>
</tr>
<tr>
<td>Accounts Receivable</td>
<td>$51,795</td>
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<tr>
<td>Grants Receivable</td>
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<tr>
<td>Prepaid Expenses</td>
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<tr>
<td>Escrows</td>
<td>$40,154</td>
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<tr>
<td>Investments</td>
<td>$10,000</td>
</tr>
<tr>
<td>Intangible Assets</td>
<td>---</td>
</tr>
<tr>
<td><strong>Total Current Assets</strong></td>
<td><strong>$1,428,302</strong></td>
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## Fixed Assets

<table>
<thead>
<tr>
<th>Asset Type</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fixed Assets</td>
<td>$2,819,364</td>
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<tr>
<td>Less: Accumulated Depreciation</td>
<td>(556,912)</td>
</tr>
<tr>
<td>Net Fixed Assets</td>
<td>$2,262,452</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$3,690,754</strong></td>
</tr>
</tbody>
</table>

## Current Liabilities

<table>
<thead>
<tr>
<th>Liability Type</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts Payable</td>
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<tr>
<td>Accrued Payroll Liabilities</td>
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<td>Current Portion of Long-Term Liabilities</td>
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<td><strong>Total Current Liabilities</strong></td>
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## Long-Term Liabilities

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<tr>
<th>Liability Type</th>
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</thead>
<tbody>
<tr>
<td>Capital Lease Obligation</td>
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<td>Less: Current Portion (4,476)</td>
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<tr>
<td>Mortgages Payable</td>
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<tr>
<td>Less: Current Portion (27,172)</td>
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</tr>
<tr>
<td>Long-Term Liabilities</td>
<td>$1,067,158</td>
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<tr>
<td><strong>Total Liabilities</strong></td>
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</table>

## Net Assets

<table>
<thead>
<tr>
<th>Asset Type</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted</td>
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<tr>
<td>Temporarily Restricted</td>
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<tr>
<td><strong>Total Net Assets</strong></td>
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</tr>
<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td><strong>$3,690,754</strong></td>
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</table>
WRTP/BIG STEP is a nonprofit workforce intermediary dedicated to enhancing the ability of public and private sector organizations to recruit, develop and retain a more diverse, qualified workforce in construction, manufacturing, and other emerging sectors of the regional economy.

We are:

INDUSTRY-LED
Dedicated to meeting and exceeding industry’s timely and specific workforce needs

WORKER-CENTERED
Enhancing workers’ skills while connecting potential workers to family-sustaining jobs

COMMUNITY-FOCUSED
Building stronger families and communities through our focus on building career pathways

Our Locations
Local actions have a regional and national impact…

WRTP/BIG STEP is headquartered at the Center of Excellence for the Skilled Trades & Industry on Wisconsin Avenue in the heart of Milwaukee’s central city.
CONSTRUCTION

Industry-Led

Northwestern Mutual

Working with the City of Milwaukee, Northwestern Mutual, Building Advantage, and the Milwaukee Building & Construction Trades Council, WRTP/BIG STEP played a key role in recruiting, preparing and connecting local residents to apprenticeships and other opportunities. With our help, Northwestern Mutual has been able to meet its commitment to our local workforce. Forty percent (40%) of construction hours on the project are being completed by Milwaukee residents certified through the Residential Preference Program (RPP).

In a unique partnership with IUPAT DC 7 Glaziers, Duwe Metals, and Benson Industries, WRTP/BIG STEP is facilitating the training and employment of Milwaukee residents to manufacture the window units that will be installed in the Northwestern Mutual Tower.

“My personal experience and true partnership with WRTP/BIG STEP on the Northwestern Mutual Tower and Commons Project has been amazing and transformative. Together, we have set up a curtain wall fabrication shop with 100% RPP workers in the city limits to fabricate one of the most complicated window systems in the US. WRTP/BIG STEP’s leadership, passion, and commitment have enabled this success!”

- Adam Jelen, Gilbane Building Company
Worker-Centered

Transportation Alliance for New Solutions (TrANS) Road Building
• Training workers to supply the construction industry with diverse and qualified candidates
• Intensive and accelerated training that connects workers to career opportunities in the skilled trades’ apprenticeship programs and opportunities to work on Department of Transportation (DOT) projects.

Anthony
Before coming to WRTP/BIG STEP, Anthony served four years in prison. One day, a fellow inmate noticed Anthony’s ability to repair electronics, calling him a “jack of all trades, master of none.” That stuck with Anthony, and he became determined to master his long-time interest – electrical work.

At BIG STEP, Anthony learned trigonometry with the help of a dedicated team of tutors. Learning that skill enabled him to understand the most current mathematical applications relevant to the field of electrical work.

Anthony completed his electrician’s apprenticeship with Pieper Electric, and he’s been there ever since. He’s now making over a family sustaining wage and has a middle-class life as a journeyman electrician at the Oak Creek power plant.

“I’m a success today, by way of BIG STEP.”
- Anthony

A World of Difference

Residential Preference Program (RPP)
• Connecting Milwaukee’s unemployed and underemployed residents to construction related opportunities in the City of Milwaukee
• WRTP/BIG STEP recruits, certifies, and trains RPP candidates, supplying industry with local, diverse, and job-ready workers
• A stronger local workforce keeps workers’ wages local, creating a multiplier effect that strengthens the community

We linked 153 people to new apprenticeships in 2015
Opening Doors, Overcoming Barriers

Dennis

Life started out rough for Dennis. He was forced to sell drugs at age 12 and was in jail by 16. During his final incarceration at 23, he took a 4-week electrical class and “realized that’s what [he] wanted to do.” Upon release, Dennis immediately connected with WRTP/BIG STEP and career counseling staff helped him plan his career pathway to become an electrician. WRTP/BIG STEP helped him fulfill his math requirements and he enrolled in an Electrician’s Class at Milwaukee Area Technical College (MATC). His supervisor said he learns fast and is a fantastic addition to their crew. In 2015, Dennis is a fifth year apprentice with Venture Electric and recently bought his first house!

Adam

As an industry-led workforce intermediary, our staff fully understands the latest trends in industry’s workforce needs. This knowledge gets passed to trainees and helps them gain the skills most applicable to high demand occupations. For example, when Adam Dokes came to WRTP/BIG STEP for apprenticeship readiness tutoring, he was set on becoming a carpenter. With the economic downturn, however, BIG STEP staff recommended that he consider multiple trades to enhance his odds of being taken on as an apprentice as soon as possible.

That insight led Adam to gain a variety of skills, build his resumé, and be continuously employed in the construction industry. In 2014, Adam started his first year in the Plumber’s Apprenticeship with Horner Plumbing.
We value our community partners. An example is Mac Weddle, the Executive Director of Northcott Neighborhood House, who played an essential role in establishing the Community Workforce Partnership (CWP) in 2015. As Co-Chair of the CWP, Mr. Weddle has provided tremendous leadership, support, and vision for collaborative workforce initiatives in our community, particularly in building career ladders into family-supporting jobs.

The CWP is a formal network of community-based organizations dedicated to building a more diverse, qualified workforce in Greater Milwaukee. Member organizations provide specialized services aimed at addressing barriers to employment, including lack of transportation, childcare, education, employment skills, re-entry, and income support. Mr. Weddle’s leadership has helped expand the CWP, foster interagency cooperation, and avoid the duplication of services.

Northcott Neighborhood House has long been a leader in understanding the power of the construction industry to link community members to family-sustaining jobs.

We thank Mac Weddle for his leadership and partnership.

Community Workforce Partnership (CWP)

The Community Workforce Partnership (CWP) is a formal network of community-based organizations that provide specialized services often needed to address barriers to employment for Milwaukee residents, including lack of transportation, childcare, education, employability skills, ex-offender re-entry, and low income support.

By identifying the community resources available to clients and connecting them to the ecosystem of accesses to those services, the CWP works to not only secure employment for these individuals, but also aid them in becoming more stable and prepared to meet the employer’s work environment requirements. This referral process happens through the intake and case management service providers at one agency being aware of the myriad of services offered by the other agencies in the partnership.

By aligning the needs of the industry and the resources of the community, the CWP connects employers to the vast network of underemployed adults and in some case’s youth, looking for family-supporting careers, and has been successful in reducing turnover rates of these employees as well as increasing overall productivity.

The CWP includes representatives from the following non-profit organizations in the Milwaukee area:

- Central City Churches
- WRTP/BIG STEP
- Milwaukee Christian Center
- Milwaukee JobWorks
- Northcott Neighborhood House
- Social Development Commission
- Wisconsin Community Services
- Journey House
- Legal Action of Wisconsin
- Milwaukee Community Service Corps
- Milwaukee Urban League
- Riverworks
- UMOS
- YWCA of Greater Milwaukee
- Literacy Services of Wisconsin
Industry-Led

**Industrial Manufacturing Technician Apprenticeship (IMT)**

IMT is an emerging new Registered Apprenticeship that reflects the industrial sector’s growing need for higher overall skills. As firms incorporate more lean manufacturing, statistical process control, and CNC processing into entry-level industrial positions, the demand for middle-skills has increased dramatically.

In response, WRTP/BIG STEP helped develop and implement this flexible apprenticeship in partnership with our industrial partners. We have increased the pipeline of highly qualified and diverse workers who are prepared to enter middle skilled occupations.

**What is IMT?**

- IMT is an 18-month or 3,000-hour Registered Apprenticeship in the industrial sector
- Hybrid model combines on-the-job learning with related classroom instruction
- WRTP/BIG STEP works with manufacturers in a range of settings, from food processing to metal fabrication to plastics to bio-medical production

“IMT was a no-brainer for us because it was an opportunity to offer training not just to maintenance but to our production workers as well. You elevate their skills, and automatically, they start thinking how to do this job better.”

-DeAnna Mullins, Human Resources Manager at Renaissance Manufacturing Group

*In 2015, 111 IMT apprentices worked with 7 employers throughout Wisconsin*
Worker-Centered

- Linking the unemployed to family-sustaining careers in the industrial sector
- Up-skilling incumbent workers to apprenticeships and journeyman status
- Increasing workers’ transferable skills

Cassandra

Cassandra began the 18-month IMT Apprenticeship in 2014 and continued to work full-time at Renaissance Manufacturing Group (RMG) in Waukesha where she has worked for ten years. As a mother of nine, she inspires her children by instilling in them a passion for always learning new things. “Going through the training opportunities that the IMT Apprenticeship entails motivates me to learn even more,” she says.

After completing the IMT Apprenticeship, Cassandra looks forward to applying the skills she’s learned in different departments at RMG and continuing to rise in the company.

Right now, her training is helping her be a better team leader on the production floor, and she is excited to take on more responsibility and leadership in the future.

Harley-Davidson Motor Company

WRTP/BIG STEP’s partnership with Harley-Davidson connected dozens of City of Milwaukee residents to career pathways in the industrial sector.

With several widely publicized recruitment events, WRTP/BIG STEP recruited, assessed, and trained job-ready candidates to work in assembly, CNC operation, and other production positions. These provided either a stepping stone to permanent jobs at H-D or at other companies.

These are great-paying jobs with real transferable skills that help workers move along a variety of career pathways to higher-skilled occupations.
Nawasa

In partnership with We Energies and United Steelworkers Local 2006, WRTP/BIG STEP facilitated a Seasonal Gas Inspector training program.

This program addressed the needs of industry, workers, and the community to connect workers to family-sustaining jobs that are in critically high demand due to a lack of trained candidates and a retiring workforce.

Nawasa attended our recruitment and orientation event in November. She said she is “beyond excited” for the opportunity to work as a We Energies Seasonal Gas Inspector.

“'It’s such a great company. I haven’t met anyone who didn’t love working there.’”
- Nawasa

Compete Milwaukee:  
- Brings employment opportunities back to the community  
- Provides training and career services to City of Milwaukee residents to help them enter apprenticeships and employment opportunities  
- Focuses on helping individuals overcome barriers to employment through driver’s license recovery, remedial education, and other services
Inspiring Tomorrow’s Workforce

TechTerns
The TechTerns program was a collaborative effort between Froedtert and the Medical College of Wisconsin, Mortenson Construction, Milwaukee Public Schools/Bradley Technical High School, Cannon Design, and WRTP/BIG STEP.

TechTerns provided students with a comprehensive two and a half year project-based learning experience with a focus on construction, healthcare, and architecture.

Students gained exposure to a wide range of career pathways and benefited from hands-on learning from 100+ design, construction, and healthcare professionals and craftworkers.

TechTerns was an instrumental, life-changing program for many of these students.

Operation: High Expectations! (OHE)
The OHE! program was established in 2015 to provide youth who are not enrolled in school with rigorous career development activities to help them successfully enter the workforce. Our partners in OHE! include CommUNITY Career Connections, Literacy Services of Wisconsin, Milwaukee Community Service Corps, Recruiting Innovations, and Running Rebels.

OHE! focuses on job readiness training, tutoring, mentoring, occupational training, and employment opportunities to prepare youth for successful careers.

In 2015, sixty individuals entered the program and twenty-three were placed into employment with WRTP/BIG STEP’s workforce partners.

Alton
Work ethic, commitment, and eagerness to learn are just a few ways to describe Alton. As a TechTern, Alton had the opportunity to interview for summer internships. Because of his exceptional follow-through and planning, he was able to get interviewed early. Alton was hired by Eppstein Uhen Architects where he worked as much as he could – often so much that they had to literally kick him out of the building because they needed to lock up.

Alton receiving his leadership award
Youth enjoying the chance to learn about heavy machinery.
Focusing on Construction and Industrial Sectors

**Summer Construction Sessions**
In Madison and Milwaukee, WRTP/BIG STEP offered youth the opportunity to explore careers in the construction industry through intensive one-week education and training sessions.

Partners in Madison include the City of Madison, Madison Metropolitan School District (MMSD), YWCA, and the Building Trades Council of South Central Wisconsin. Milwaukee partners include Milwaukee Public Schools and ResCare as well as our Building Trade partners.

WRTP/BIG STEP also partnered with the building trades and apprenticeship programs to help students understand what each trade does and what it takes to become a professional tradesperson.

**Oak Creek Schools Project**
In September 2015, Oak Creek High School students started the challenge and opportunity to build a residential house in Oak Creek throughout the course of the school year.

Students worked side-by-side with professional tradespeople to learn everything from shingling, plumbing, and electrical, to HVAC, drywall and painting.

Through WRTP/BIG STEP, students also gained training in first aid, OSHA-10, asbestos removal, and forklift operation.

**Strong Partnerships with Milwaukee Public Schools**
WRTP/BIG STEP is committed to building upon our long-term relationships with Milwaukee Public Schools as we help students bridge the gap between their high school education and family-sustaining careers in construction and industrial sectors. With programs like TechTerns, Cadre YoPros, and our summer construction sessions, our partnership with Milwaukee Public Schools has a direct impact on shaping tomorrow’s workforce. Bradley Tech has been a particularly strong partner in helping students explore careers in the technical trades.

**Collaborating with Madison Metropolitan School District**
Our partnership with MMSD and the City of Madison has created incredible opportunities for youth to gain an initial exposure to careers in the skilled trades, helping bridge the gap between schools and great careers. “Enlightening” – “Cool” – “Exhilarating” – all words that youth used to describe WRTP/BIG STEP’s youth program in Madison. Our growing partnership with Madison schools will create even greater youth career programs in the future!

Youth had the opportunity to work with United Process Controls, learning skills in the areas of mechanical and electrical engineering, calibration, assembly, and business administration. Participants developed their own unique career plans while enrolling in school and working in an unsubsidized capacity at the company. UPC staff served as effective mentors for their youth workers, discussing life issues and goals with the participants as well.
In 2015, WRTP/BIG STEP and industry partners introduced hundreds of individuals to careers in the trades in South Central Wisconsin. This was accomplished through outreach and education to both individuals and groups in the community. Holding industry recruitments around specific trades or construction projects provided access for individuals to connect to industry. Excellent partnerships with the building trades, contractors and the community made this possible.

“WRTP/BIG STEP has been the thread that ties the building trades, contractors and the community together to create a skilled, diverse workforce for the future.”

- Joe Parisi, Dane County Executive

261 individuals enrolled; 75 connected to work; average wage of $15.73*

*These figures also include numbers from 2014 as WRTP/BIG STEP was getting established in South Central Wisconsin.
José

José immigrated to the United States from Venezuela, settling in Madison in 2002. He had earned a bachelor’s degree in computer engineering before coming to the U.S., but he wanted to find a job that involved physical labor.

He found his opportunity when he attended a WRTP/BIG STEP recruitment event for sheet metal workers. To Mike Polster of General Heating and Air Conditioning, José stood out in the crowd that day. Mike hired him onto his team, and José began working in the company’s warehouse getting acquainted with the parts and tools the company uses in its line of work. With his foot in the door, José hopes to build on the skills he’s developing on the job by entering the Sheet Metal Worker Apprenticeship.
In 2015, the Minnesota Regional Training Partnership (MRTP) focused on expanding the IMT Apprenticeship program and connecting more women to careers in the skilled trades. WRTP/BIG STEP has begun implementing the IMT Apprenticeship and developing career pathways for individuals to succeed in these sectors. These efforts are helping enhance the quality and diversity of Minnesota’s workforce while meeting industry needs.

**Women In The Trades**

MRTP received a grant from Minnesota’s Department of Labor & Industry to assist women in entering and completing Registered Apprenticeships. In 2015, we launched a mentoring program that paired women entering apprenticeships with other women experienced in navigating career pathways in the skilled trades.

**IMT Apprenticeship**

Helping Minnesota’s industrial sector implement the IMT Apprenticeship, we are increasing the pipeline of highly qualified and diverse individuals ready to succeed in middle- and high-skilled occupations in manufacturing.
Triada Employment Services, LLC provides staffing services to businesses in Wisconsin seeking fully trained skilled employees as well as entry level candidates. Formed by WRTP/BIG STEP, Triada follows WRTP’s model of providing business with employees trained in specific skill sets to meet employer’s exact needs.

**Triada is different because it:**
- Provides living wages & career pathway development
- Offers advancement for employees that have developed specific skills
- Arranges for consistent employment in seasonal work environments
- Links new employees to union membership
- Delivers an opportunity for retirees to work & supplement their retirement income

218 Total Placed Employees
73 Transitioned to Permanent Jobs
$14.70 Avg. Starting Wage

We would like to profoundly thank our contributing partners and sponsors. With your support, WRTP/BIG STEP has been able to serve its industry partners and link many families to a better future.

In particular, we wish to give a special thanks to our industry partners, labor and management, for the many kinds of support they provide us, from funding to training spaces to their expertise and knowledge of the industry.

The many partners and funders that support our efforts and ongoing commitment to WRTP/BIG STEP’s mission can be found at [http://www.wrtp.org/partners/](http://www.wrtp.org/partners/).
PARTNERS

We wish to thank the following partners as well as the many other individuals and organizations who help support our mission.

- AFL-CIO Working for America Institute | BIG STEP Industry Funds
- Boys and Girls Clubs of Greater Milwaukee | Bucyrus Foundation
- Building and Construction Trades | Building Trades Council of South Central Wisconsin
- Carpenters Apprentice & Training Program | Caterpillar Foundation
- Center for Self-Sufficiency, Inc. | Chicago Regional Council of Carpenters | City of Madison
- City of Milwaukee | Compete Milwaukee | Consortium America Advisors, LLC
- Construction Labor Management Council | Employ Milwaukee, Inc. | Entercom Radio
- Forest County Potawatomi Community | Greater Milwaukee Foundation
- Harley-Davidson Motor Company | Harley-Davidson Motor Foundation
- Insight Center for Community Economic Development | International Brotherhood of Electrical Workers 2150 | International Foundation of Employee Benefit Plans
- International Union Operating Engineers | Jobs for the Future | Kenosha County
- Laborers International Union Local 113 | Lac du Flambeau Band of Lake Superior Chippewa
- MA Mortenson | Machinists United Lodge 66 | Masterson Company, Inc.
- Milwaukee Area Sheetmetal Workers | Milwaukee Area Workforce Investment Board
- Milwaukee Building and Construction Trades Council | Milwaukee County Department of Child Support Services | Milwaukee Metropolitan Sewerage District | Milwaukee Public Schools
- Minnesota Department of Labor and Industry | MorphoTrust USA | OIC of America
- Painters and Allied Trades DC 7 | Payne & Dolan Inc. | Plumbers Union Local 75
- PNC Bank | Prometric | Public Allies | Racine County | RAM Tool Inc. | ResCare, Inc.
- State of Minnesota | State of Wisconsin | The Water Council | United Auto Workers Local 578
- We Energies Foundation | Weldall Mfg., Inc. | WestCare Foundation
- WI Department of Transportation | WI Department of Corrections
- WI Department of Workforce Development | Willis & Linda Parker
- Wisconsin Manufacturing Extension Partnership | WK Kellogg Foundation
- Workforce Development of South Central Wisconsin
Officers
Sheila Cochran, Co-Chair
Secretary Treasurer
Milwaukee County Labor Council

Mike Fabishak, Co-Chair
Chief Executive Officer
AGC-Greater Milwaukee

Dawn Pratt, Secretary
Human Resources Manager
Payne & Dolan

Anthony Rainey, Treasurer
International Representative
UAW - Region 4

Jose Bucio, Director
Affiliate Service Coordinator
AFL-CIO

Dan Bukiewicz, Director
President
Milwaukee Building and Construction Trades

Mike Follett, Director
Business Manager
IBEW, Local Union 2150

Dextra Hadnot, Director
Community Relations Manager
AT&T Wisconsin

Henry Hurt, Director
Owner
Hurt Electric Inc.

Mark Kessenich
President & CEO
WRTP/BIG STEP

Ken Kraemer, Director
Executive Director
Building Advantage

Russ Krings, Director
Directing Business Representative
IAM District 10

Tony Neira, Director
Business Manager
LiUNA Local 113

Robert Rayburn, Director
Executive Vice President
NECA- Milwaukee Chapter

Lauri Rollings, Director
Executive Director
PMSMCA

Patrick Stiff, Director
Vice President
WEC Energy Group

Ross Winklbauer, Director
Sub-District Director
United Steelworkers, District 2

Julie Anding, Director
Director of Employee Development
Harley-Davidson Motor Company

Steve Breitlow, Director
Business Manager
Plumbers, Local 75