TABLE OF CONTENTS

01 | ABOUT US .................................................. 4
02 | LETTERS FROM OUR LEADERS ..................... 5
03 | FINANCIAL SUMMARY ................................... 6
04 | BOARD OF DIRECTORS ................................ 7
05 | BY THE NUMBERS ......................................... 8
06 | FORGING A REPUTATION ............................. 10
07 | CONSTRUCTION SECTOR REPORT ................. 14
08 | INDUSTRIAL SECTOR REPORT ....................... 18
09 | YOUTH SECTOR REPORT .............................. 22
10 | COMMUNITY WORKFORCE PARTNERSHIP .......... 25
11 | OUR SUPPORTERS ..................................... 26
12 | OUR LOCATIONS ......................................... 27
OVERVIEW

WRTP/BIG STEP is a registered 501(c)3 nonprofit workforce intermediary dedicated to linking individuals to family-supporting career pathways. Our mission is to enhance the ability of public and private sector organizations to recruit, develop, and retain a more diverse, qualified workforce in construction, manufacturing, and emerging sectors of the regional economy.

WRTP/BIG STEP is a unique, industry driven workforce development model established by the Wisconsin Regional Training Partnership (WRTP) and the Building Industry Group Skilled Trades Employment Program (BIG STEP).

In addition to connecting more diverse, qualified workers to career pathways in the building and industrial trades, WRTP/BIG STEP serves as a national model for successful, nonprofit workforce development intermediaries. WRTP/BIG STEP is nationally recognized for bringing leaders from labor & management together, helping them identify their workforce challenges and develop strategies to meet their industry’s needs. WRTP/BIG STEP continues to share its best practices with workforce development agencies from across the country.

ABOUT US

We pride ourselves on being industry-led, worker-centered, and community focused.

In addition to connecting more diverse, qualified workers to career pathways in the building and industrial trades, WRTP/BIG STEP serves as a national model for successful, nonprofit workforce development intermediaries. WRTP/BIG STEP is nationally recognized for bringing leaders from labor & management together, helping them identify their workforce challenges and develop strategies to meet their industry’s needs. WRTP/BIG STEP continues to share its best practices with workforce development agencies from across the country.

FROM OUR LEADERS

MARK KESSENICH
PRESIDENT & CEO

In 2017, we worked to build networks for workers in the construction & manufacturing sectors and paved new roads for future growth and success across sectors and new industries. By doing this, we are helping build a more sustainable network that allows industries to hire a more qualified workforce and continues the growth of our regional economy.

This year, we continued to expand our capacity to meet industry needs and connected more people to new careers. We worked hard to meet workforce needs across Milwaukee, which included providing skilled workers to the Bucks Arena and the Milwaukee Streetcar projects. We also extended the Industrial Manufacturing Technician (IMT) apprenticeship to new companies and employers.

We are ready and ambitious for our next steps beyond 2017. We will continue to share our knowledge, build partnerships across organizations, and shape the workforce development landscape. Thank you to everyone who helped make 2017 another successful year.

MIKE FABISHAK & SHEILA COCHRAN
CO-CHAIRS

On behalf of WRTP/BIG STEP’s Board of Directors, we want to thank everyone who helped make 2017 another successful year. We celebrated another year of growth and great accomplishments by our participants and industry partners.

In 2017, we began our strategic planning process, which will finish up in 2018. This process will ensure that we are on the right path and are on the best trajectory to meet our mission. It will also show us how to correct course, if needed, to meet industry needs to the best of our organization’s ability.

The following Annual Report provides some examples of this great organization’s impact throughout 2017 to pave new roads and to build a more diverse, qualified workforce. It also highlights competitive industries and resilient communities in our regional economy.
FINANCIAL SUMMARY  
WISCONSIN REGIONAL TRAINING PARTNERSHIP, INC.

| ASSETS |  
|---|---|---|---|---|---|---|---|
| CURRENT ASSETS |  
| Cash | $1,126,181 |  
| Accounts Receivable | $33,335 |  
| Grants Receivable | $813,915 |  
| Prepaid Expenses | $12,557 |  
| Escrows | $2,898 |  
| Investments | $5,000 |  
| TOTAL CURRENT ASSETS | $2,021,506 |  
| FIXED ASSETS |  
| Fixed assets | $2,840,413 |  
| Less: Accumulated Depreciation | $(696,559) |  
| NET FIXED ASSETS | $2,143,854 |  
| TOTAL ASSETS | $4,165,360 |  

| LIABILITIES |  
|---|---|---|---|---|---|---|---|
| CURRENT LIABILITIES |  
| Accounts Payable | $55,028 |  
| Accrued Payroll Liabilities | $122,085 |  
| Deferred Revenue | $82,457 |  
| Current Portion of Long-Term Liabilities | $36,093 |  
| TOTAL CURRENT LIABILITIES | $295,663 |  
| LONG-TERM LIABILITIES |  
| Capital Lease Obligation | $14,222 |  
| Less: Current Portion of Capital Leases | $(6,813) |  
| Mortgage Payable | $3,026,127 |  
| Less: Current Portion of Mortgage Liabilities | $(29,280) |  
| TOTAL LONG-TERM LIABILITIES | $3,006,256 |  
| TOTAL LIABILITIES | $1,299,919 |  
| NET ASSETS |  
| Unrestricted | $2,766,930 |  
| Temporarily Restricted | $98,511 |  
| TOTAL NET ASSETS | $2,865,441 |  
| TOTAL LIABILITIES AND NET ASSETS | $4,165,360 |  

BOARD OF DIRECTORS  

**OFFICERS**  
MIKE FABISHAK  
CO-CHAIR  
Chief Executive Officer  
Associated General Contractors of Greater Milwaukee  
SHEILA COCHRAN  
CO-CHAIR  
Secretary Treasurer  
Milwaukee County Labor Council  
DAWN PRATT  
SECRETARY  
Payne & Dolan  
ANTHONY RAINNEY  
TREASURER  
United Automobile Workers, Region 4

**DIRECTORS**  
STEVE BREITLOW  
BUSINESS MANAGER  
Plumbers, Local 75  
DAN BUKIEWICZ  
PRESIDENT  
Milwaukee Building and Construction Trades Council  
MIKE FOLLETT  
BUSINESS MANAGER  
International Brotherhood of Electrical Workers, Local 2150  
DEXTRA HADNOT  
DIRECTOR OF EXTERNAL AFFAIRS  
AT&T Wisconsin  
ALEX HOEKSTRA  
DIRECTING BUSINESS REPRESENTATIVE  
International Association of Machinists and Aerospace Workers, District 10  
HENRY HURT  
OWNER  
Hurt Electric, Inc.

**NEWLY APPOINTED**  
SCOTT BARTZ  
VICE PRESIDENT/BUSINESS REPRESENTATIVE  
Sheet Metal, Air, Rail and Transportation, Local 18  
LOU ANN KOVAL  
VICE PRESIDENT OF HUMAN RESOURCES AND GENERAL COUNSEL  
Hayes Performance Systems  
BRIAN MITCHELL  
SUB-DISTRICT DIRECTOR  
Choice Construction Companies, Inc.
### 2017 BY THE NUMBERS

<table>
<thead>
<tr>
<th>TOTAL INTAKE</th>
<th>NEW REGISTERED APPRENTICES</th>
<th>COMPANIES WE PLACED PARTICIPANTS IN</th>
<th>PARTICIPANTS CONNECTED TO CAREERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>3,330</td>
<td>238</td>
<td>255</td>
<td>850</td>
</tr>
</tbody>
</table>

### YEARLY INCOME AT INTAKE

- Less than $6,000: 33%
- $6,001-$12,000: 6%
- $12,001-$20,000: 12%
- $20,001-$30,000: 17%
- $30,001-$40,000: 10%
- $40,000-$50,000: 7%
- $50,001 and above: 14%

### EMPLOYMENT BY CHARACTERISTIC

- African American: 35%
- Asian: 1%
- Caucasian: 40%
- Hispanic: 16%
- Multi or Bi-Racial: 3%
- Native American: 2%
- Other: 2%
FORGING A REPUTATION

In 2017, we continued working hard to share what we know and learn what we didn’t know. We do this by presenting at conferences, networking with organizations across the country, and being a national leader in workforce development techniques.

INTERNATIONALLY RECOGNIZED

We were humbled to welcome a delegation of workforce and community leaders from South Korea. The visit, organized by the U.S. State Department, was a chance to share best practices between our organization and the various organizations and agencies represented by the delegation.

JOBS FOR THE FUTURE AWARD

We were honored to be awarded Jobs for the Future’s “Excellence in Apprenticeship and Work-Based Learning Award” in 2017. We pride ourselves on being at the forefront of workforce development innovations and pushing for what we believe to be best practices.

GAINING NATIONAL INSIGHT

In October 2017, we held a luncheon and workshop on the topic of innovation in workforce development.

The luncheon was attended by over forty community leaders, industry executives, and workforce development leaders. The event served as an opportunity for them to network and exchange best practices and other workforce development techniques. The luncheon also provided a chance to discuss how workforce development could better serve industry needs and help job seekers in the Southeast Wisconsin area and beyond.

Attendees were also able to enjoy a speech from our keynote speaker, Jobs for the Future’s Eric Seleznow. Seleznow, prior Deputy Assistant Secretary for the US Department of Labor’s Employment and Training Administration, spoke on current workforce development practices and initiatives and gave his perspective on what the future holds for workforce development nationwide. He also shared information regarding WIOA (Workforce Innovation and Opportunity Act) funds during our morning workshop.
INTERMEDIARY MODEL

WRTP/BIG STEP is a workforce intermediary, serving as a bridge among many different partners and stakeholders to produce the best workforce solutions. By aligning local, state and federal players for local benefit, WRTP/BIG STEP creates quality workforce solutions for the industry and connects workers with family-sustaining wages, benefits and safe work environments. The effects of our model include seeing both African American and female participants earning significantly more than their counterparts. Formerly incarcerated program participants also saw increased earnings compared to their counterparts.

This innovative, intermediary approach has inspired many newly created programs that address specific industry needs.

MC3 HSED

Thanks to a generous grant from Impact 100 Greater Milwaukee, WRTP/BIG STEP – in partnership with Literacy Services of Wisconsin – was able to offer the North American Building Trades Unions Multi-Craft Core Curriculum (NABTU MC3) and the High School Equivalency Diploma (HSED) program starting in 2017. The program gives participants the opportunity to earn their High School Equivalency Diploma (HSED). Co-teaching of our high school competencies and the Multi-Craft Core Curriculum (MC3) are taught respectively by Literacy Services of Wisconsin and a skilled trades instructor.

This innovative program allows candidates to gain their formal education, while taking a big step forward into their construction careers. Participants have a variety of backgrounds, experiences, and challenges, and program staff work hard to meet the needs of every participant.
CONSTRUCTION SECTOR

We continued to be a workforce development leader by maintaining strong partnerships with local employers and unions. This included attending Apprenticeship Committees’ meetings and securing industry buy-in through our programs’ reputations. We also worked to develop and enhance our partnerships within major Milwaukee construction projects including: the Northwestern Mutual Tower, the Milwaukee Streetcar, and the Milwaukee Bucks Arena.

The Residential Preference Program (RPP) certification continued to be an important service offered by WRTP/BIG STEP in 2017. We issued 896 RPP certifications in 2017 alone.

Jessica enrolled in WRTP/BIG STEP’s Apprenticeship Readiness Program after attending one of our information sessions. Developed and facilitated by BIG STEP, Wall Tech Inc., and the Carpenter’s Union, Jessica received the education and skills needed to secure a job as a first year Carpenter Apprentice on the Milwaukee Bucks Arena Project.

Jessica’s hard work through the WRTP/BIG STEP’s Apprenticeship Readiness Program and Entry Level Construction Skills Training Class gave her the connections and training required to forge a successful career pathway into the construction industry.
MILWAUKEE STREETCAR

This year saw various forces unite to create a talent pipeline for those typically underrepresented in the construction industry. One development that utilized this pipeline was the Milwaukee Streetcar Project. With the generous help of industry professionals, WRTP/BIG STEP, along with industry partners and Mass Electric, designed training courses that helped prepare individuals for the Streetcar project.

An example of one of these classes was a 40-hour course, held in October 2017, that spread over a week. The training was held in partnership with IBEW Local 2150 and Mass Electric. The program included OSHA 10 & First Aid/CPR training as well as hands-on electrical groundsman work with a couple of contractors tied to the streetcar project.

BUCKS ARENA

WRTP/BIG STEP – in strong partnership with North Central States Regional Council of Carpenters and Wall-tech, Inc. – recruited & trained 12 candidates to help meet the workforce needs of the Milwaukee Bucks Arena Project. In the last week of their training, all program trainees graduated and were hired to work as first-year apprentices on the new Bucks Arena. The success of this training led to Wall-tech exceeding its Residential Preference Program (RPP) requirements for the Bucks Arena construction, putting more local construction workers on the project.

Thanks to these great partnerships, we were also able to provide our, Buck’s sponsored, youth MC3 class a tour of the new Bucks Arena. The experience was invaluable for students, who were able to see how their education and training would be put to use once they completed their program.

DEVELOPING A CAREER PIPELINE IN MADISON

Our programs in Madison had another successful year. We placed 135 individuals into jobs at 71 different companies, with an average wage of $17.28/hour. The average age of placement was 30 years old. Of the 135 individuals placed, minorities represented 32% of the total.

Our partnership with the Building Trades Council of South Central Wisconsin (BTCSC) and the Madison Metropolitan School District (MMSD) continued to grow.

In 2017, WRTP/BIG STEP in Madison used this partnership to provide MMSD schools with the “With Pathways to Construction” program, allowing more than 750 students to participate in hands-on demonstrations led by local trade workers. Along with BTCSC and MMSD, WRTP/BIG STEP in Madison worked to better develop and define a career pipeline for youth interested in exploring the trades.

The Construction & Utility Skills Academy for Madison Youth helps link high school students to family-supporting careers by providing them with instruction and work-based learning. During the summer of 2017, we educated and demonstrated key elements of various trades with hands-on experience for students. The Madison School District gave support by recruiting students, providing transportation, and partnering with parents to encourage participation. The construction trades delivered instruction and training locations and played a critical role in leading students to the apprenticeship model. The program included an orientation & screening session, with direct involvement from the student’s parents. This program has provided a tremendous opportunity for youth to understand the value of hard work and has given them access to careers in the construction and utility sectors.
INDUSTRIAL SECTOR REPORT

Wisconsin has a strong industrial base and Milwaukee is a unique city with many manufacturing opportunities. Thanks to our excellent industrial staff, we’ve found these opportunities and leveraged our industry partnerships to create great employment options.

Our staff had a big 2017. We hosted new direct-hire recruitment sessions with companies across the region, expanded the Industrial Manufacturing Technician (IMT) apprenticeship, and created new partnerships with companies to host hiring and training programs. We held several recruitments in 2017 for manufacturing positions at companies including ATI, Birdseye, We Energies, DRS Technologies, and many others, as well as industrial unions including USW, IAMAW, IBEW, UAW, and UFCW.

Recruitment events provided prospective workers a chance to engage with employers and learn about employment opportunities; it was also a chance for employers to meet with prospective workers. This helped participants learn more about WRTP/BIG STEP’s job readiness training programs.

Hunter Scott – a recent graduate of the Industrial Manufacturing Technician (IMT) Registered Apprenticeship program and now a proud journey-level IMT – is living proof challenging yourself as an adult learner brings reward. Hunter, Ocean Spray employee and IAMAW member, had been working for Ocean Spray for over ten years, when the IMT was introduced at a union/management meeting; he wanted to upgrade his skills. Upon completing the IMT, he became a Senior Operations Technician with a related wage increase. As a Senior Operations Technician, one of his roles is to train new production employees. Hunter knows the skills and perspective the IMT gave him makes the training he gives to these new workers extremely valuable.
IMT APPRENTICESHIP

The Industrial Manufacturing Technician (IMT) is a hybrid Registered Apprenticeship that provides production workers with the knowledge and competencies needed for advanced manufacturing environments.

The IMT apprenticeship was developed to meet manufacturing firms’ needs to upgrade the skills of frontline production workers. The IMT program provides candidates with on-the-job learning and related instruction to prepare them for manufacturing careers in food processing, metal fabrication, plastics or bio-medical production, and more. Programs can be customized to fit a firm’s criteria. Upon completion of training, workers earn nationally recognized manufacturing credentials. In 2017, we trained 68 new IMT apprentices with contracts at 12 companies, including Pace Industries, Weldall, Bermo, and WestRock. The average age of new IMT apprentices in 2017 was 37, proving age is not a factor for re-training.

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

- DeAnna Mullins, Former Human Resources Manager, Renaissance Manufacturing Group

Before going through the Industrial Manufacturing Technician (IMT) apprenticeship program, Lues Jimenez was working an entry level job at Renaissance Manufacturing Group (RMG). Wanting to work his way up in the company, and with the support of RMG and the USW, Lues applied for the IMT apprenticeship to enhance his manufacturing skills and knowledge.

“You have to keep perfecting yourself, making yourself better. I wanted a better future; a better career,” said Jimenez. “I (also) wanted to show my kids you’re never too old to learn. You can’t lose anything, you can only gain.”

For both Lues and RMG, the IMT apprenticeship was incredibly beneficial. While RMG invested in Lues, the skills he brought back to the company not only benefitted his work, but those working around him as well.

Mr. Jimenez is now doing CNC machining and is team lead at RMG. In discussing the IMT apprenticeship program, Lues expressed, “I would recommend it to anyone who wants to learn and gain the knowledge and experience.”

WE ENERGIES, USW LOCAL 2006 PARTNERSHIP

In early 2017, WRTP/BIG STEP formed a special partnership with the United Steel Workers (USW) Local 2006, We Energies, and Employ Milwaukee. Each company had the same goal in mind: link people with the “right stuff” to help them secure family-sustaining careers with a trusted employer.

During collaboration, We Energies and USW Local 2006 leadership noticed there was a demographic cliff in the We Energies workforce, many skilled workers were set to retire. In partnering with WRTP/BIG STEP, We Energies and USW Local 2006 jointly developed training programs that opened new career pathways to We Energies. This program helped We Energies obtain a skilled workforce.

“Our partnership with WRTP has been beneficial. The program has prepared numerous candidates for employment at our company. They come in with a solid foundation of skills and are ready to hit the ground running” said Dennis Sinjakovic, Sr. Operations Supervisor, We Energies.

Most importantly, this partnership between WRTP/BIG STEP, USW Local 2006 and We Energies provided candidates with the skills and knowledge needed to secure a family-supporting career with a trusted employer.

In 2017, BERMO – which offers rapid prototyping, metal fabrication, metal stamping, and more – became the first company in Minnesota to house and graduate a class of Industrial Manufacturing Technician (IMT) apprentices.

BERMO Plant Manager Tom Frister explained, “People are not born skilled and these programs help alleviate that.”

IUE-CWA Local 1140 President Howard Terry said, “Companies and unions are not always adversarial. The IMT program and the investment employers are making in their employees sparks new life within companies.”

The success the IMT program brought to BERMO has proven this program’s overall effectiveness. More employers are joining with the IMT program and partnering with unions to do so.
YOUTH SECTOR

Over the past 20 years, WRTP/BIG STEP has applied its industry-driven partnership model to youth career development. The result is a set of programs that are consistent in their attention to industry demands and diverse in the types of services they provide and the youth they serve.

One of WRTP/BIG STEP’s largest and most well-established youth career development programs – Operation: High Expectations! – provided youth with assistance in high school completion, job readiness training, industry exposure, and career counseling. Participants took part in a range of training programs and were matched with an employer partner for a 20 hour/week paid work experience. They also received a set of assessments to evaluate their skills and career interests, as well as tutoring support to improve their knowledge and skills.

In 2017, WRTP/BIG STEP partnered with the Milwaukee Bucks, Milwaukee Area Technical College, Employ Milwaukee, and Milwaukee Public Schools (MPS). This allowed students to participate in Multi-Craft Core Curriculum (MC3) training held at MATC. Nineteen students participated and received industry-recognized certificates in CPR, First Aid, OSHA 10, and others.

TechTerns provides Bradley Technical High School students with a comprehensive two-and-a-half-year, project-based learning experience in the construction, healthcare, and architecture industries.

In March 2017, a group of Bradley Tech welding students visited Weldall Manufacturing, Inc. in Waukesha, WI. Students toured the facility for an inside look at the modern state of lean manufacturing and had a hands-on experience welding their initials into steel nameplates that they took home as souvenirs.
Triada Employment Services, LLC provides worker-friendly staffing services to employers in Wisconsin seeking employees of all skill levels, from entry-level to advanced. Triada staff come from the industry and work with the employers to assure placements are successful. Established by WRTP/BIG STEP, Triada shares WRTP/BIG STEP’s mission to provide employers with a more diverse, qualified workforce and to provide individuals with family-supporting career pathways in construction, manufacturing, and other emerging sectors. Triada is different because in order to maintain high levels of employee satisfaction and retention, it supports its employees through the following programs.

**COMMUNITY WORKFORCE PARTNERSHIP**

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, re-entry, and income support.

Through this partnership, WRTP/BIG STEP coordinates with others to engage and support participant recruitment, screening, and employment readiness education and training activities, as well as job placement and retention services.

With a shared commitment to the mission of building a diverse, qualified workforce in the Milwaukee area, members of the CWP can avoid duplication of services and maximize community resources to meet all the workforce readiness needs of our participants.

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**TRIADA**

### BENEFITS

#### FOR THE EMPLOYER
- A lower cost alternative to traditional staffing agencies
- No conversion fees for bringing on workers
- A carefully selected and pre-screened workforce
- Ability to use employer assessments
- On-site assessment for prospective employees
- Events for employers to meet prospective employees
- Staff has extensive manufacturing background
- Access to WRTP/BIG STEP trainings and resources

#### FOR THE EMPLOYEE
- Health insurance
- Ongoing career support
- Individualized attention
- Great networking system
- Employer defined: Paid holidays
- Paid vacation days

---

**CWP MEMBERS**

- Coordinate with industry and employers in the construction, manufacturing, and emerging sectors of the regional economy to identify current and future employment opportunities.
- Assess industry’s workforce needs and jointly develop appropriate recruitment, assessment, training, placement, and retention strategies.
- Recruit unemployed, underemployed, and low-income workers to increase the number of women and minorities who qualify for employment and apprenticeship opportunities.
- Provide support services, career counseling, education, training, and advancement opportunities for participants.
- Develop and align federal, state, and local resources to support current and new initiatives.
- Assist industry and employers with the development of effective retention and advancement strategies for the current and future workforce.
- Recruit and train current employees to build effective workplace mentoring and peer advisor networks.
We wish to thank our funders large and small. The listing below highlights partners, funders and supporters but there are also many others who may have given twenty-five dollars or more or less. We know who you are and have acknowledged you in other forums. The list below highlights a strategy of supporting operations— we braid funding to meet industry needs and support our program participants. To all, we say THANK YOU so very much!

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**FINANCIAL SUPPORTERS**

- AFL-CIO Working for America Institute
- Alliant Energy Foundation
- Amazon Smile Foundation
- AT&T Employee Giving
- Bader Foundation
- BIG STEP Industry Funds
- Building & Construction Trades
- California Labor Federation, AFL-CIO
- CG Schmidt
- City of Madison
- City of Milwaukee
- City of Milwaukee-CDBG
- CLMC
- Dane County
- Electrical Construction Industry
- Employ Milwaukee
- Evjue Foundation, Inc.
- Forest County Potawatomi
- Green Bay Packers Foundation
- Greater Milwaukee Foundation, Inc.
- Harley-Davidson Foundation
- Harley-Davidson Inc.
- Human Capital Development
- Impact 100
- International Foundation of Employee Benefits
- International Union of Bricklayers
- International Union of Operating Engineers, Local 139
- Jewish Community Foundation
- Jobs for the Future
- Labor Mgmt Trust Painters & Allied Trades
- Laborers Intl Union
- M.A. Mortenson Co.
- Masterson Company, Inc.
- Milwaukee Metropolitan Sewage District
- Milwaukee Public Schools
- N.C. Regional Council of Carpenters
- North America’s Building Trades Unions
- National Skills Coalition
- NECA IBEW, Local Union 159
- North Central States Regional Council Carpenters
- Oak Creek-Franklin School District
- Payne & Dolan
- Plumbers, Local 75
- Plumbing Mechanical Contr Assoc
- PNC Bank
- PPG Industries Foundation
- Racine County
- Rescare, Inc.
- Safran Morphotrust
- Sheet Metal & Air Conditioning Contr Assoc
- Sheet Metal Workers Intl Union
- State of Wisconsin
- State of Wisconsin-Department of Transportation
- State of Wisconsin-Department of Workforce Development
- State of Wisconsin-Milwaukee Secure Detention Facility
- Steamfitters Local Union #601
- Strategy Workplace Communications
- UIMDS
- UNICOM
- Union Pacific Foundation
- United States Department of Labor- OSHA
- United Way of Greater Milwaukee
- WE Energies Foundation, Inc.
- West Allis-CDBG
- Western New York Environmental Alliance Inc.
- WI State AFL-CIO Labor, Education & Training Center
- Workforce Development Board SC Wisconsin

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**OUR LOCATIONS**

- **MILWAUKEE**
  - 561 W. Wisconsin Ave.
  - Milwaukee, WI 53208
  - (414) 342-9787
- **MADISON**
  - 1602 S. Park St. #104
  - Madison, WI 53715
  - (608) 255-0155
- **RACINE**
  - 1001 S. Main St. Technical Building, Room T-217
  - Gateway Technical College Campus
  - Racine, WI 53403
  - (262) 619-6560

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**FINANCIAL SUPPORTERS**

- International Union of Operating Engineers, Local 139
- Jewish Community Foundation
- Jobs for the Future
- Labor Mgmt Trust Painters & Allied Trades
- Laborers Intl Union
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- Plumbing Mechanical Contr Assoc
- PNC Bank
- PPG Industries Foundation
- Racine County
- Rescare, Inc.
- Safran Morphotrust
- Sheet Metal & Air Conditioning Contr Assoc
- Sheet Metal Workers Intl Union
- State of Wisconsin
- State of Wisconsin-Department of Transportation
- State of Wisconsin-Department of Workforce Development
- State of Wisconsin-Milwaukee Secure Detention Facility
- Steamfitters Local Union #601
- Strategy Workplace Communications
- UIMDS
- UNICOM
- Union Pacific Foundation
- United States Department of Labor- OSHA
- United Way of Greater Milwaukee
- WE Energies Foundation, Inc.
- West Allis-CDBG
- Western New York Environmental Alliance Inc.
- WI State AFL-CIO Labor, Education & Training Center
- Workforce Development Board SC Wisconsin

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