SURPASSING THE CHALLENGE THROUGH EXCELLENCE

2014 ANNUAL REPORT

WRTP BIGSTEP
Table Of Contents

Board of Director’s Message 4
Presidential Message 5
Financial Analysis 6-7
Construction Report 8-10
Manufacturing Report 11 -13
Regional Development - Madison 14
Regional Development - Minnesota 15
Youth Initiatives 16 - 17
Triada 18
Partners and Contributors 19
Board of Directors 20
Board Message

We are proud to provide leadership as co-chairs of WRTP/BIG STEP’s Board of Directors and celebrate all the great work we accomplished in 2014 by working together and strengthening our strong, collaborative relationships with labor, management, and community leaders. In 2014, WRTP/BIG STEP focused on three main areas directly related to our mission of building career pathways to family-sustaining careers in construction, manufacturing, and emerging sectors of the regional economy.

• **Diversity and Community Engagement •**
  As an organization, WRTP/BIG STEP was instrumental in assuring one of the largest construction efforts in the area reflects our community’s diversity. In early 2014, Northwestern Mutual announced the groundbreaking of their new tower and agreed to a commitment of at least 40% of hours worked on that site being provided by Milwaukee City residents.

• **Competitive Industries •**
  Given today’s highly competitive environment, we recognize that innovative workforce solutions are needed for individuals and employers. WRTP/BIG STEP is driven by the philosophy that by bringing labor, management, and the community together, we can meet workforce needs while enhancing industry competitiveness in the regional, national, and global economy.

• **Vision of a Vibrant Milwaukee •**
  We believe that a more diverse and better trained local workforce can make Milwaukee thrive. WRTP/BIG STEP is committed to this vision, and in 2014, it continued to connect individuals who are underrepresented in the workforce to career pathways and family-sustaining jobs.

Sheila Cochran & Mike Fabishak
President’s Message

2014 was an exciting time for Milwaukee and WRTP/BIG STEP. For me personally, I was honored to be given the opportunity to lead this great organization in these exciting times of economic growth in our region.

Nowhere is this growth and energy illustrated more than by the groundbreaking of the Northwestern Mutual project, and our role is ensuring City of Milwaukee residents gain access to construction careers including working on that job site. We also saw the innovative Milwaukee Production Technician Registered Apprenticeship take hold in our manufacturing community.

As an organization, we saw our efforts reach out to south central Wisconsin and Minnesota with the establishment of new field offices in both Madison and the Twin Cities.

WRTP/BIG STEP continued to provide industry with qualified job candidates as well as enhancing the skills of current employees by addressing the skills gap, providing industry-recognized certifications, encouraging registered apprenticeships, and more. We have been successful in our ongoing mission to provide companies with skilled workers and link economically disadvantaged workers in our area with the education, training, and skills they need to succeed.

With a surge in employers’ workforce needs, what this year showed was that we have an extraordinary Board of Directors and staff. In 2014, we served 2,990 individuals, an increase of 54% from 2013! Our staff met this increased activity with pride and determination to provide the best quality service possible. Thus, I am proud to say, WRTP/BIG STEP as an organization met and surpassed the bar in providing a quality service to industry, workers, and our community.

To our friends, patrons, and those who have invested and supported our mission and vision, thank you. I look forward to even greater things in 2015 and beyond.

Mark Kessenich
President/CEO
Our Numbers

2,990
INDIVIDUALS SERVED

1,095
TRAINED

766
CONNECTED TO CAREERS

$15.36/HR
AVERAGE ENTRY WAGE

192
COMPANIES SERVED

168
REGISTERED APPRENTICESHIPS

240
PLACED THROUGH TRIADA

FAMILY INCOME PRIOR TO WRTP/BIG STEP

- 36% $3,000 or less
- 14% $3,001 - $9,000
- 17% $9,001 - $15,000
- 14% $15,001 - $25,000
- 9% $25,001 - $40,000
- 10% $40,001 or more

EMPLOYMENT BY SECTOR

- 49% Construction
- 23% Manufacturing
- 28% Other

EMPLOYMENT BY CHARACTERISTIC

- 56% African American
- 18% Caucasian
- 14% Hispanic
- 12% Other

EMPLOYMENT BY AGE

- 33% 18-24
- 20% 25-34
- 25% 35-44
- 15% 45-54
- 7% 55+

PLACED THROUGH TRIADA
## CURRENT ASSETS

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<tr>
<td>Cash</td>
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<tr>
<td>Accounts Receivable</td>
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<td>Grants Receivable - Net</td>
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<td>Prepaid Expenses</td>
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<td>Escrows</td>
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## FIXED ASSETS

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<td>2,853,372</td>
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<tr>
<td>Less: Accumulated Depreciation</td>
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<tr>
<td><strong>Net Fixed Assets</strong></td>
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## TOTAL ASSETS

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<tbody>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$3,603,261</strong></td>
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## CURRENT LIABILITIES

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<th>Description</th>
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<td>Accrued Payroll Liabilities</td>
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## LONG-TERM LIABILITIES

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<td><strong>Total Long-Term Liabilities</strong></td>
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<tr>
<td><strong>Total Liabilities</strong></td>
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## NET ASSETS

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<th>Description</th>
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<tbody>
<tr>
<td>Unrestricted</td>
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<td>Temporarily Restricted</td>
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<tr>
<td><strong>Total Net Assets</strong></td>
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## TOTAL LIABILITIES & NET ASSETS

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<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>TOTAL LIABILITIES &amp; NET ASSETS</strong></td>
<td><strong>$3,603,261</strong></td>
</tr>
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</table>
Construction

The construction industry provides a wealth of career opportunities, and WRTP/BIG STEP is dedicated to connecting employers with a more diverse, qualified workforce. To develop a diverse workforce with the skills needed to succeed in the construction industry, WRTP/BIG STEP continued to devote its efforts in 2014 to providing a range of services to help link individuals who are economically disadvantaged and underrepresented in the building trades to family-sustaining careers.

**Tutoring**

Apprenticeship Readiness Tutoring continued to provide individualized academic support to help people succeed in the apprenticeship application and testing process and become career ready.

**Hands-On Learning**

Our industry-led training programs specialize in the hands-on learning so our participants are hired and ready to perform the duties of the job on day one.

**Career Counseling**

WRTP/BIG STEP understands the career pathways that lead to family-sustaining jobs and work one-on-one with individuals to help guide them along the path that best suits their interests, skills, and goals.

**Apprenticeships**

Expanding access to Registered Apprenticeships and developing new and innovative apprenticeships.

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**Northwestern Mutual**

Working with the City of Milwaukee, Northwestern Mutual, Building Advantage & Milwaukee Building & Construction Trades Council, we are recruiting and preparing the skilled trades people to ensure contractors and trades have access to qualified workers to meet the local hiring requirement as well as the overall workforce needs of NM for the construction of their tower. Our project goals include training 350 and positioning 150 City of Milwaukee residents gain a career in the building trades.

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**WisDOT**

BIG STEP focuses on supplying industry with qualified and diverse candidates for local projects. The TrANS Road Building class provides intensive and accelerated training. This provides opportunities to careers in the skilled trades’ apprenticeship programs and opportunities to work on DOT projects such as the Zoo Interchange Road Building Project, the largest transportation project in Wisconsin History.
The Milwaukee Metropolitan Sewerage District Partnership is a regional government agency that provides water reclamation and flood management services. The MMSD provides services for about 1.1 million people in Milwaukee. They serve 411 square miles that cover all, or segments of six watersheds. We assist the MMSD to meet their workforce goals. In partnership with the union trades and contractor partners, we develop talent through WRTP/BIG STEP’s Apprenticeship Readiness program. This provides MMSD a pipeline of qualified candidates.

**Construction Trades in Madison**

In 2014, WRTP/BIG STEP has been focused on replicating its nationally recognized model in South Central Wisconsin. With particular focus on increasing workforce diversity in the construction trades, WRTP/BIG STEP partnered with the Building and Construction Trades Council of South Central Wisconsin and local trade unions. This partnership has led to effective outreach and education activities to promote the building trades and help guide youth and adults in South Central Wisconsin to high pay, high demand careers in the construction industry.

**Women & Diversity**

In Minnesota, WRTP/BIG STEP initiated a new project focused on helping women connect to high wage, high demand careers in the skilled trades. This project puts special emphasis on access to Registered Apprenticeships, particularly in the construction sector. Women participating in this program gain the mentoring and training needed to succeed in the skilled trades.

**CG Schmidt & Gilbane**

Contractors CG Schmidt and Gilbane are leaders in the regional construction industry and have been great supporters of WRTP/BIG STEP and our mission. Their support has been critical to the success of WRTP/BIG STEP’s participation in the early stages of the Northwestern Mutual construction project. With their help, WRTP/BIG STEP is helping Northwestern Mutual meet its commitment to employ City of Milwaukee residents at a rate of 40% of the overall workforce on the construction project.

**Tracey Griffith**

Tracey Griffith, Director of Construction Services, has over 14 years’ experience in workforce development to specifically targeted demographics. Working with over 70 contractors and 18 trades, she has established apprenticeship preparation tutoring for construction apprenticeship programs. Tracey collaborates with apprenticeship offices, training directors and Joint Apprenticeship Councils in recruitment for the trades with special emphasis on making sure local workforce and apprenticeship requirements are being met.
Labor Focus
In Milwaukee, WRTP/BIG STEP works with the Milwaukee Building Trades Council and 18 labor unions from the building trades to help individuals succeed in entering the skilled trades, particularly through the completion of Registered Apprenticeships.

Trades Include

<table>
<thead>
<tr>
<th>Boilermakers</th>
<th>Bricklayers</th>
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<tbody>
<tr>
<td>Carpenters</td>
<td>Cement Masons</td>
</tr>
<tr>
<td>Electricians</td>
<td>Elevator Constructors</td>
</tr>
<tr>
<td>Glaziers</td>
<td>Heat and Frost Insulators</td>
</tr>
<tr>
<td>Iron Workers</td>
<td>Laborers</td>
</tr>
<tr>
<td>Operating Engineers</td>
<td>Painters</td>
</tr>
<tr>
<td>Plasterers</td>
<td>Plumbers</td>
</tr>
<tr>
<td>Roofers</td>
<td>Sheet Metal Workers</td>
</tr>
<tr>
<td>Sprinkler Fitters</td>
<td>Steam Fitters</td>
</tr>
</tbody>
</table>

Construction Success: Adam Dokes
When Adam Dokes came to WRTP/BIG STEP seeking a career in the skilled trades, he dedicated himself to the apprenticeship readiness tutoring program and received support from tutors and staff. Nonetheless, his journey was anything but easy. His biggest barriers to getting started toward a career in construction were scheduling and child care issues. Work schedules would clash and he wasn’t able to attend certain appointments and trainings. He knew, however, that he had to make the sacrifice to provide a future for his family. WRTP/BIG STEP’s Director of Construction Initiatives, Tracey Griffith, provided a level head and essential knowledge of the construction industry that kept Adam committed to success.

After spending six months on waiting lists for both the Steamfitters and Plumbers apprenticeship programs, Adam confided in her saying, “I don’t know if I can keep working as a laborer at this rate.” She encouraged him to stay with it a little while longer, and two days after that conversation, Adam’s wife called him and said, “Plumber’s called, you got your apprenticeship!” Adam started his first year apprenticeship on December 8th, 2014 with Horner Plumbing. WRTP/BIG STEP showed him that there are people in the community who, when they see you are sincere and serious about succeeding, they will go out of their way to help you make it a reality.
Manufacturing
WRTP/BIG STEP is dedicated to strengthening the manufacturing sector of the regional economy while expanding access to family-sustaining careers and developing a more diverse, qualified workforce. By starting with the industry’s most urgent workforce needs and challenges, WRTP/BIG STEP carries out effective recruitment and training opportunities to connect industry with diverse and skilled workers.

Direct Hire
Partnering with employers to host recruitment events for individuals with direct hire opportunities.

Apprenticeships
Providing support to employers in the implementation of apprenticeship programs.

Apprenticeship Readiness
Ensuring the success of individuals in the process of entering Registered Apprenticeships.

Career Advising
Assessing skills, interests, and goals to help individuals navigate their own unique career pathway.

Youth Engagement
Preparing the next generation for successful careers while ensuring future competitiveness.

Industrial Manufacturing Technician (IMT) Apprenticeship
IMT is an innovative new hybrid apprenticeship program that combines on-the-job training with classroom instruction and creates a new pathway to family-sustaining careers in manufacturing. With a flexible curriculum based on industry needs, IMT works for employers ranging from metal to food production. IMT opens new doors for non-traditional apprentices and journey workers to enter high-paying careers in manufacturing. Most of all, IMT helps keep industry innovative and competitive in today’s global market.

Triada
Triada is a socially responsible staffing agency that promotes quality employment opportunities and provide benefits to employees who haven’t had them in the past. Sharing WRTP/BIG STEP’s mission of providing businesses with employees trained to meet their specific needs, Triada provides staffing services to companies in Southeastern Wisconsin seeking skilled employees as well as entry-level candidates.
DeAnna Mullins, Human Resources Manager at Pure Power Technologies, illustrates the value of the IMT Apprenticeship to her company: “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.” The IMT Apprenticeship was a huge success in 2014, and WRTP/BIG STEP worked hard with industry leaders to implement customized training programs to enroll workers in the apprenticeship and meet employers’ specific workforce needs.

Lou Ann Koval, HB Performance Systems

Employer Testimonial

DeAnna Mullins, Human Resources Manager at Pure Power Technologies, illustrates the value of the IMT Apprenticeship to her company: “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.” The IMT Apprenticeship was a huge success in 2014, and WRTP/BIG STEP worked hard with industry leaders to implement customized training programs to enroll workers in the apprenticeship and meet employers’ specific workforce needs.

Lou Ann Koval, HB Performance Systems

Industry Response

After having serious trouble recruiting machinists to meet their local contracts, HB Performance Systems approached WRTP/BIG STEP to help avoid outsourcing the work. We were able to design a recruitment and training program that met HB’s recruitment needs with over 100 individuals beginning manufacturing careers with HB in the past year. They continue to train and hire WRTP/BIG STEP participants through custom entry-level manufacturing skills trainings to meet the company’s real-time workforce needs. “By working collaboratively with WRTP/BIG STEP, we were able to train individuals with the skills needed for the positions. This is a very valuable program.”

Lou Ann Koval, HB Performance Systems

Union Testimonial

Jeff Smith, President of United Steelworkers Local 3740, understands the importance of the IMT Apprenticeship in preparing the next generation of skilled workers to meet the challenges of the competitive global economy. “IMT apprentices are gaining the skills and experience they need to excel in their positions and move into higher paying careers.”

Rhodini Berth

Rhodini Berth has been the leading creative force behind the development of the Wisconsin Regional Training Partnership into a nationally recognized model for economic and workforce development. Berth has been the primary architect of new projects, initiatives, and services that enhance the ability of private sector organizations to recruit, retain, and develop a more diverse, qualified workforce over the last twelve years. Her work includes developing nationally recognized model for pre-employment training certificate programs in entry-level manufacturing skills, machining, and welding for the Milwaukee Jobs Initiative and Adapting pre-employment training certificate model to building and construction trades and joint apprenticeship committees.
Cassandra Patterson
Cassandra works for Pure Power Technologies. With 15 years of service in the company, she was working on the shop floor in molding as an Operator and a Core Setter, and was just promoted to Team Lead with a wage of $21.06/hour. In April of 2014, she enthusiastically entered the new Industrial Manufacturing Technician Registered Apprenticeship. Cassandra says, “I entered the apprenticeship because I love to learn and being invited to learn more about my work was an exciting opportunity. “Any time I can increase my knowledge I get excited and jump at the chance.”

A year later, Cassandra has successfully completed all four Manufacturing Skills Standards Council Certified Production Technician Modules in Safety, Quality, Maintenance and Production. As a result she is now cross-training in Quality and Maintenance in the molding shop.

Christopher Singleton
Christopher was hired as a machine operator through Triada and was then converted to a full time machine operator at HB Performance. In 2014, he entered the IMT Apprenticeship. His hard work and excellence throughout programming has led to him receiving the WRTP/BIG STEP 2015 Annual Open House Career Pathway For Manufacturing Award.
Recent growth in the construction industry provided an excellent opportunity for WRTP/BIG STEP to replicate its nationally recognized model and develop a more diverse, qualified workforce in South Central Wisconsin. In 2014, WRTP/BIG STEP partnered with the Building and Construction Trades Council and Workforce Development Board of South Central Wisconsin, establishing our role as workforce intermediary in the Madison area to help industry meet its workforce needs.

In 2014, we opened an office at Madison College’s South Campus to promote career opportunities in the building trades among young adults. As part of the Edgewater Hotel construction project, WRTP/BIG STEP played a major role in recruiting both experienced construction workers and individuals interested in pursuing a career in construction.

“The Building Trades Council of South Central Wisconsin is proud to partner with WRTP/BIG STEP as they begin to work in the Madison area. We see this as a great growth opportunity for the construction industry in South Central Wisconsin and look forward to working with them going forward.”

Dave Branson, Executive Director of the Building & Construction Trades Council of South Central Wisconsin

Bill Clingan joined WRTP/BIG STEP in 2014 with extensive experience administering workforce development programs in both Madison and Milwaukee. He has worked with the Boys & Girls Club of Dane County and the Center for Resilient Cities, and he served as the Community Development Division Director at the City of Madison. As WRTP/BIG STEP’s South Central Wisconsin Program Coordinator, Bill oversees workforce development and training in the Madison area, working directly with employers and unions to create training programs that meet specific and timely industry needs.

Leadership Team
- Dave Branson (Building and Construction Trades Council)
- Dr. Floyd Rose (SIDAT)
- Brian Hornung (Findorff)
- Joe Lotegeluaki (North Central States Regional Council of Carpenters)
- Teresa Tellez-Giron (Dane County Human Services)
- Sarah Dunn (CG Schmidt)
- Scott Bartz (SMART Local 18)
- Paul Christensen (H & H Industries)
- Spencer Statz (Plumbers Local 75)
- Brian Mitchell (Choice Construction)
- Tom Hansen (Crew/Cut Teleproductions)
- Anthony Anastasi (Iron Workers Local 383)
2014 also saw the replication of WRTP/BIG STEP’s innovative workforce development model in Minnesota. This past year, we developed strong partnerships with labor and management from Minnesota’s construction and manufacturing industries. By leveraging these partnerships, 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.

Manufacturing

The main focus of WRTP/BIG STEP’s efforts in Minnesota has been the implementation of the exciting new Industrial Manufacturing Technician (IMT) Apprenticeship. IMT is an emerging new Registered Apprenticeship that prepares individuals for middle- and high-skilled occupations within the manufacturing sector. In 2014, WRTP/BIG STEP developed strong industry partnerships with employers and unions to assess specific workforce needs and customize the IMT training curriculum to best suit individual employers. Having laid the foundation for further implementation, WRTP/BIG STEP continues to engage businesses, unions, and workforce development boards to expand the IMT Apprenticeship and address the growing skills gap.

Construction

To achieve our mission of bringing greater diversity to our regional workforce, WRTP/BIG STEP works to develop creative ways to connect more women with careers in the construction industry. As part of this process, we designed an exciting new program that introduces women to the skilled trades, provides mentorship opportunities, and places them in high-paying jobs. In December 2014, this program received funding from the Minnesota Department of Labor and Industry, and we’re excited to see this initiative more forward.

Jerome Balsimo

Jerome Balsimo, WRTP/BIG STEP’s Minnesota Program Coordinator, has over 15 years’ experience working to promote Registered Apprenticeships. He has experience in providing mentoring to potential and current apprentices who come from underrepresented groups. With experience in the construction industry, he is an expert in the development and implementation of sector-based employment and training initiatives. In Minnesota, Jerome has collaborated with apprenticeship offices, training directors, and Joint Apprenticeship Committees to expand recruitment for the skilled trades.
Youth Initiatives

Young Milwaukee residents today face major challenges finding entry-level positions, much less high quality entry-level positions in today’s job market. In 2014 we continued to offer a model for youth career development programming that is closely linked to industry demands and gives young people access to high quality work experience. Over the past 30 years, as part of its role as a workforce intermediary, WRTP/BIG STEP applied the industry-driven partnership model to youth career development.

The youth career programming was consistent with its industry-driven multi-stakeholder character. Programs were tailored to fit the workforce demands and needs of industry stakeholders and generally focused on a particular sector. While some programs served court-involved youth who are at the earliest stages of career development, other programs provide more sophisticated training to students who have already identified a particular career path and are nearly ready to enter a formal apprenticeship program. Because programs targeted particular sectors and provide credentialed skills, students who complete one program can more easily advance into more advanced programs and, ultimately, into adult training programs. The result is a set of programs that are both consistent in their attention to the demands of industry and diverse in their clients and services.

An exemplary youth that has demonstrated excellence through his time with WRTP/BIG STEP is Christian Wilson. The Youth Staff had the pleasure of getting to know Christian over his two years with the TechTerns program. Christian was never afraid to ask questions or step outside of his comfort zone. He set his goals high, but more importantly, he took initiative in reaching his goals. Christian was an ambitious learner and we are excited to see what the future has in store for him.
Youth Programs

TechTerns
The TechTerns project provided eighteen students from Lynde and Harry Bradley Technology and Trade High School in Milwaukee with a comprehensive two and a half year project-based learning experience in the construction, healthcare, and architecture industries. This was an intensive collaboration between Mortensen Construction, Cannon Design, Froedert Hospital, the Medical College of Wisconsin, Lynde and Harry Bradley Technology and Trade High School, MPS, and WRTP/BIG STEP. The project was distinct in that, not only did students learn about, observe, and gain hands on experience related to all stages of a major commercial health care construction project, but many developed relationships that will serve them in their future careers.

Out-of-School Youth
Matched out-of-school youth (18-21) with employment opportunities in the particular industries of their choice well as resources to complete a GED, gain subsidized work experience and supportive services to overcome barriers to employment. Participating youth developed a greater transition to the world of work and a chosen career by completing job readiness training, industry exposure, and career counseling.

Work-based learning for In-school-youth
This program engaged community organizations, business partners, high school teachers and students, to improve the bridge between secondary education and trades careers in Milwaukee. WRTP/BIG STEP convened private sector employers to encourage their participation in youth career development programming and solicit their views on industry demands for future employees. These events were only possible because of the relationships with teachers and trades instructors. Promising and interested students were identified through these partnerships and teachers were given access to additional resources to enhance curricula. These resources included opportunities for fieldtrips to worksites, mock interviews and interview preparation, career fairs, in-class presentations on careers in the trades, and job shadowing.
Triada Employment Services, LLC provides staffing services to businesses in Wisconsin seeing 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:
To maintain high levels of employee motivation and retention, Triada supports its employees through the following programs:
• Links new employees to union membership
• Living wages & career pathway development
• Advancement for employees that have developed specific skills
• Consistent employment in seasonal work environments
• An opportunity for retirees to work & supplement their retirement income

240
TOTAL EMPLOYEES

55
TRANSITIONED TO PERMANENT JOBS

$13.39
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 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.

There are also many other partners and funders who support our efforts.

Our website reflects the kind of ongoing commitment and investment to WRTP/BIG STEP’s mission: http://www.wrtp.org/partners/
Partners

AFL-CIO Working for America Institute
Associated General Contractors of Greater Milwaukee
Boys and Girls Clubs of Greater Milwaukee
Bradley Technology & Trade School Foundation | Building and Construction Trades
Carpenters Apprentice & Training Program | Caterpillar Foundation
Center for Self-Sufficiency, Inc. | City of Milwaukee
Consortium America Advisors, LLC. | Construction Labor Management Council
Dane County | Milwaukee County Child Support | Racine County
Department of Transportation | Electrical Construction Industry
Department of Workforce Development | Groundswell Communications, Inc.
Harley Davidson Foundation | Insight Center for Community Economic Development
Labor Community at Work, Inc. | Laborers International Union, Local 113
Lac Du Flambeau Band of Lake Superior | Management and Union Contributions
International Brotherhood of Electrical Workers 2150 | Masterson Company Inc.
Milwaukee Area Workforce Investment Board | City of Madison
Milwaukee Area Workforce Funding Alliance, Inc. | Milwaukee Building Trades Council
Milwaukee County/Fatherhood Grant | Milwaukee Metropolitan Sewerage District
Milwaukee Public Schools | OIC of America | Painters District Council #7
Payne & Dolan, Inc. | Principal Life Insurance Company | Public Allies
Helen Bader Foundation | Sheet Metal Workers Location 18 | State of Wisconsin
United Auto Workers Local #578 | United Lodge 66 Machinists Union | United Way
University of Wisconsin | WE Energies Foundation | Willis & Linda Parker
WI Department of Corrections | WI Department of Transportation
Wisconsin Manufacturing Extension Partnership
### Board of Directors

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<th>Name</th>
<th>Position</th>
<th>Company/Organization</th>
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</thead>
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<tr>
<td>Sheila Cochran</td>
<td>Co-Chair</td>
<td>Milwaukee County Labor Council</td>
</tr>
<tr>
<td>Mike Fabishak</td>
<td>Co-Chair</td>
<td>AGC-GM</td>
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<tr>
<td>Dawn Pratt</td>
<td>Secretary</td>
<td>Payne &amp; Dolan</td>
</tr>
<tr>
<td>Anthony Rainey</td>
<td>Treasurer</td>
<td>UAW - Region 4</td>
</tr>
<tr>
<td>Julie Anding</td>
<td>Director</td>
<td>Harley-Davidson Motor Company</td>
</tr>
<tr>
<td>Steve Breitlow</td>
<td>Director</td>
<td>Plumbers Local 75</td>
</tr>
<tr>
<td>Jose Bucio</td>
<td>Director</td>
<td>Affiliate Service Coordinator AFL-CIO</td>
</tr>
<tr>
<td>Dan Bukiewicz</td>
<td>Director</td>
<td>President Milwaukee Building and Construction Trades</td>
</tr>
<tr>
<td>Mike Follet</td>
<td>Director</td>
<td>Business Manager IBEW Local Union 2150</td>
</tr>
<tr>
<td>Dextra Hadnot</td>
<td>Director</td>
<td>Community Relations Manager AT&amp;T Wisconsin</td>
</tr>
<tr>
<td>Henry Hurt</td>
<td>Director</td>
<td>Owner Hurt Electric Inc.</td>
</tr>
<tr>
<td>Ken Kraemer</td>
<td>Director</td>
<td>Executive Director Building Advantage</td>
</tr>
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<td>Russ Krings</td>
<td>Director</td>
<td>IAM District 10</td>
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<tr>
<td>Tony Neira</td>
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<td>Business Manager NECA- Milwaukee Chapter</td>
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<tr>
<td>Robert Rayburn</td>
<td>Director</td>
<td>Executive Vice President</td>
</tr>
<tr>
<td>Lauri Rollings</td>
<td>Director</td>
<td>Executive Director PMSMCA</td>
</tr>
<tr>
<td>Ross Winklbauer</td>
<td>Director</td>
<td>Sub-District Director United Steelworkers</td>
</tr>
<tr>
<td>Steve Breitlow</td>
<td>Director</td>
<td>Plumbers Local 75</td>
</tr>
</tbody>
</table>

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