

VOLUME 4 ISSUE NO. 3 — MAY/JUNE 2018

MERIT SHOP

# CONTRACTOR

WISCONSIN

TURNING THE NEW GENERATION INTO PEAK PERFORMERS

# CAREER PATHWAYS

WISCONSIN STUDENT  
EARNS GOLD AT  
NATIONAL COMPETITION

DEVELOPING YOUR  
TALENT PIPELINE  
THROUGH YOUTH  
APPRENTICESHIP

ALSO INSIDE:  
**THE WISCONSIN WAY**  
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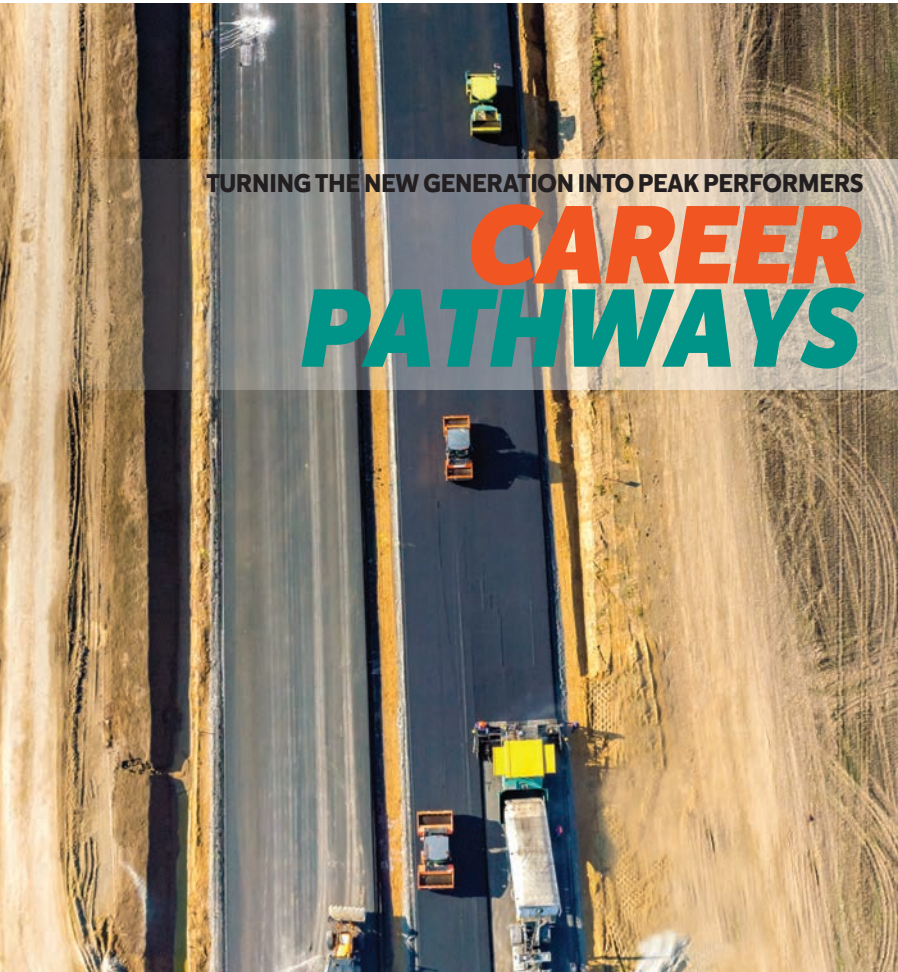
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# MERIT SHOP CONTRACTOR



TURNING THE NEW GENERATION INTO PEAK PERFORMERS

## CAREER PATHWAYS

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Wisconsin Chapter

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FROM OUR PRESIDENT

# The Wisconsin Way



**I'M A HOMER. BORN AND RAISED IN WISCONSIN, I THINK WE ARE JUST A LITTLE BIT BETTER THAN OTHER STATES; IN A HUMBLE, MIDWESTERN KIND OF WAY, OF COURSE.**

It's no secret that many states were competing to land the massive \$10 billion Foxconn LCD manufacturing plant. At least one of the reasons cited by Foxconn CEO Terry Gou in making the decision to locate here was "the responsiveness of the public and private partners in Wisconsin."

Throughout this entire process, I have been hearing that responsiveness and cooperation were important variables in Foxconn's decision. I would like to think that's the Wisconsin way in general, too; we put aside differences to show the nation what the Badger State is capable of accomplishing.

Like the states competing for the largest corporate attraction project in U.S. history, I am sure there were firms around the country competing to manage the project. The selection of Gilbane as the construction manager, a company with strong Wisconsin roots and a tradition of building communities, was a perfect fit.

Gilbane and M+W Group, the joint venture selected to build the plant in Mount Pleasant, held sessions across the entire state inviting all contractors who were interested in potential work. The main point of those presentations was "Wisconsin first."

Early in the process, Gilbane reached out to ABC of Wisconsin with this Wisconsin-first approach. After a few short discussions, it was clear they meant it. It's more than lip service. Gilbane is structuring the project in a way to include the maximum number of Wisconsin contractors and they are open to ideas

that support that goal. They want ABC members involved.

As a result, this project is open to all qualified contractors. They want to give all qualified Wisconsin contractors and Wisconsin workers a first crack at the work. For those of you who are long-time members and have fought many battles for free enterprise and merit principles, this is refreshing!

Certainly, this project is one monumental task, and it is in Gilbane's best interest to have as many contractors involved as possible. But they're doing it the right way. They recognized it's the Wisconsin taxpayers who are providing \$3 billion in pay-as-you-grow tax incentives over 15 years to the Taiwanese tech company.

It is about the investment Wisconsinites are making, and it's a good one. Beyond the construction jobs on the plant, the ancillary development around the plant and the jobs at the plant once it is up and running, a fully operational Foxconn would add \$52 billion to state Gross Domestic Product over the next 15 years, according to recent reports. That means that for every \$1 Wisconsin invests in tax credits, taxpayers will reap a return of at least \$18 in additional state GDP.

Construction is already getting underway and it's time for a show. It's time for all contractors in our state, including ABC members, to work together to show what they can accomplish. It won't be easy, especially as we face historic skilled labor shortages in our industry, which will prompt us to get even more aggressive about workforce recruitment, training and retention.

I may sound like a homer, but I'm confident Wisconsin will come through. It's who we are.

— John Mielke


“  
**IT'S TIME  
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TO WORK  
TOGETHER TO  
SHOW WHAT  
THEY CAN  
ACCOMPLISH.**

By ABC of Wisconsin and Wisconsin Department of Workforce Development Staff

## DEVELOPING YOUR TALENT PIPELINE THROUGH

**Labor shortage stories seem to cover the front page of newspapers daily. Employers across diverse industries – including construction, healthcare, information technology, manufacturing and transportation – report increasing difficulty attracting and retaining enough skilled workers to meet the demand for their products and services. For example, Wisconsin's short-term projections for construction laborers indicate that nearly 2,200 openings will occur annually through 2019, including new openings and replacements. Long-term projections show a similar picture with 540 construction laborer openings created annually through 2024.**

# YOUTH APPRENTICE



**THE DEPARTMENT OF WORKFORCE DEVELOPMENT (DWD)** has been working with many public and private sector partners to devise and deploy strategies to help employers meet their needs for skilled workers. The Wisconsin Youth Apprenticeship (YA) program is one of the rapidly growing strategies that is gaining popularity among ABC members.

"The Youth Apprenticeship program provides students with the in-demand skills required to fill good-paying jobs in Wisconsin's booming construction industry," DWD Secretary Ray Allen said. "Strengthening and growing this vital program will ensure that Wisconsin's future workforce will be

prepared to meet the needs of our growing economy now and into the future."

The YA program has been connecting employers with high school student talent for over 25 years, creating a scalable and successful program with input from industry. More than 3,000 employers and 4,300 youth apprentices across Wisconsin participated in the YA program during the 2017/18 school year. This included over 300 youth apprentices in the Architecture and Construction program area.

"Our company has experienced great success with the Youth Apprenticeship program, including providing us with another conduit for potential untapped talent," said

Tammy Meyers, Human Resources Director at Altmann Construction Company, Inc. "Our youth apprentices have interest in working in construction, and we are continually impressed with their ability to balance school, apprenticeship requirements and extracurricular activities, such as sports."

"Previously, a number of employers expressed concerns or were unwilling to accept youth apprentices who were under the age of 18," said Dane County School Consortium Director Josh Fassl. "Thanks to the student learner exemption and extra program protections, many more employers are participating and finding great value in the YA program."

According to Fassl, contractors report that



*John Paul Rubezner is a former youth apprentice with Altmann Construction Co., Inc., who is now in his second year as an adult apprentice in carpentry with the company.*

# APPRENTICESHIP

their youth apprentices are employed longer than the average new hire, committing to a full year or two through their participation in YA. Plus, they have greater potential to stay in the industry after graduating from high school.

Employers extend permanent job offers to more than 75 percent of graduating youth apprentices annually, demonstrating that YA is an excellent pipeline for recruiting and retaining loyal, well-trained talent.

"YA also serves as a bridge to Wisconsin's nationally recognized Registered Apprenticeship program," said Fassl. "By providing a seamless transition between these important job training programs, we save employers and apprentices time and money."

Also coordinated by DWD, Wisconsin's Registered Apprenticeship (RA) program enables employers to build a customized training system, immersing trainees in company culture while helping them earn good-paying, family-supporting wages as they learn a high demand trade.

Sarah Straka, Mount Horeb School District's Director of Instruction adds, "For some youth, it is the allure of exploring an occupation or career pathway and determining if it is the right fit before pursuing employment or post-secondary education goals." For other students, they are excited about getting to leave school and earning pay and credit to gain job skills in a field of interest, Straka said.

## EMPLOYER BENEFITS

As demand for skilled workers continues to grow, participating employers report a high level of satisfaction in the YA program, citing the following benefits and attributes:

- Attract young workers who are eager to learn and have interest in the profession
- Access to prescreened youth apprentices who receive ongoing program support during their apprenticeship
- Address future hiring needs in a cost-effective and timely manner
- Shape the skills, expectations and habits of the next generation of workers

# THE YOUTH APPRENTICESHIP PROGRAM PROVIDES STUDENTS WITH THE IN-DEMAND SKILLS REQUIRED TO FILL GOOD-PAYING JOBS IN WISCONSIN'S BOOMING CONSTRUCTION INDUSTRY.

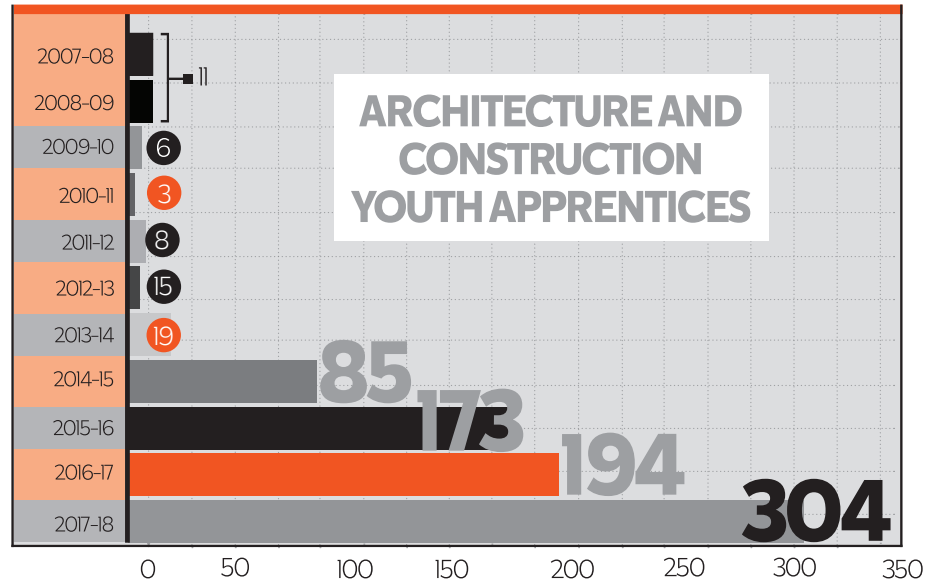
## About YA

YA is administered by DWD and coordinated by regional consortia. These consortia are often comprised of school districts, technical colleges, chambers of commerce, individual employers and other workforce-interested parties. Within state parameters, local YA offerings are designed to meet the needs of local employers.

There are 11 approved YA occupational areas available to employers for hiring youth apprentices. Each occupational area typically contains several specific career pathways. For example, within the Architecture and Construction occupational area, youth apprentices may be focused on any of the following career pathways: carpentry; electrical; masonry/concrete; mechanical/HVAC; plumbing/sprinkler fitting; architectural drafting; or architectural planning.

During the youth apprenticeship, students continue their studies toward graduation. This includes taking courses related to their employment as a way of enhancing what is being learned on the job site. Related instruction may be taken at high school, a local technical college or even online, depending on the availability of appropriate courses. Each youth apprentice works with the YA Coordinator at their school to meet program requirements, including related classroom instruction which is not the responsibility of participating employers.

Another important element of the YA program is the identification of a worksite mentor, which is the responsibility of participating employers. This may be the person responsible for training the apprentice or someone else within the company. The mentor helps acclimate the youth



apprentice to the workplace, ensuring that students understand company culture and expectations. Mentors also prove to be invaluable at helping youth make a smooth transition into the world of work.

Straka uses the metaphor of a “scaffold of learning” when talking about mentorship.

“Contractors need to approach training from the student perspective whose only exposure may have been during woodworking or construction classes at school. Since a construction jobsite is very different than a high school’s wood shop, it is important to select a mentor who is willing to nurture, guide and teach youth apprentices,” Straka said.

Straka adds, “Make sure the mentor is there for them, explaining jobsite conduct and why it is important that they know exactly what to do on the jobsite.”

“Good mentors are critical to the success of youth apprentices as is effective communication between the student, parents, the employer and school,” Meyers said.

## Hiring Youth Apprentices

Youth apprentices become employees of the participating business. This is an important distinction between YA and other school-to-work efforts, such as job shadowing and most internships. The connection to real, paid work and its corresponding responsibilities and benefits is a fundamental element of YA and is the primary reason why it is so valuable to the youth apprentice and their employer.

“The student is an employee. The student has to go through the interview process, and it has to be the right fit for the employer before an opportunity is offered,” Straka said.

Because youth apprentices are employees, employers must: 1) Pay youth apprentices at least minimum wage; and 2) provide worker’s compensation policy coverage. Typically aged 16-18, youth apprentices are not required to obtain work permits for their apprenticeship employment. Unlike other youth their ages, youth apprentices also may work during school hours.



There are types of work that youth apprentices and youth, in general, are not allowed to engage in because they have been deemed hazardous, including within the construction industry. However, there is not a blanket prohibition on youth working at construction sites, as some contractors have mistakenly believed. Youth apprentices are considered student learners, which is a legal classification that allows them to engage in some work that otherwise would be disallowed, as long as certain conditions are met.

Brent Yauchler of The Electrician, Inc., Mount Horeb, has youth apprentices as part of his team. "It's amazing how you can create opportunities both for yourself and for these young people," he said.

He encourages other ABC members to carve out room within their operations to allow a younger person to come in and

experience construction; someone who may have some interest in the trades as a career.

The fact that over 300 youth apprentices worked in construction positions in 2017/18 is a testament to the opportunities that await potential YA employers and students in this growing occupational area.

"They may start out in the electrical, HVAC or carpentry in general construction. Then they get to the senior year, and they start to develop confidence," Yauchler said. "They start to get their legs underneath them. They glean a roadmap from the company and other employees and are able to make good decisions."


"They realize the opportunities ahead, and understand that there are good companies that support RA as a viable career path. Some youth apprentices are insistent about becoming journey level workers, and that's fantastic!"

For additional information on specific types of work that may be in question, please review the DWD's Equal Rights Division (ERD): Manufacturing & Construction Equipment & Wisconsin's Employment of Minor Law factsheet.

#### Contact Information

Employers may contact ERD's Labor Standards Bureau with specific questions:

- *Madison Office phone:*  
**(608) 266-6860**
- *Milwaukee Office phone:*  
**(414) 227-4384**
- *Online staff contacts:*  
**[dwd.wisconsin.gov/er/contacts.htm](http://dwd.wisconsin.gov/er/contacts.htm)**

For more information on the Wisconsin Youth Apprenticeship Program, including contact information for regional YA coordinators, visit [ya.wi.gov](http://ya.wi.gov) or send an email to [ya@dwd.wisconsin.gov](mailto:ya@dwd.wisconsin.gov) 

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Retaining employees today requires emphasizing long-range plans, which often includes professional development and advancement.

# EMPHASIZING CAREERS AS A WAY TO RETAIN YOUR EMPLOYEES

By Elizabeth Roddy — ABC of Wisconsin Recruitment & Training Director

**“I’M LOOKING TO HIRE** someone who is 25 years old, has 35 years of experience, and who is going to stay with me for the next 20 years.”

Not. Going. To. Happen.

You don’t have to talk to an ABC member long before either the conversation of workforce recruitment, millennials, or retaining employees becomes part of the conversation. The epidemic of the workforce shortage is just beginning with no end in sight.

But, what happens when you find a good candidate or have a good employee

on staff already? How will your company stand out above the other options and keep the good ones from thinking the grass is greener on the other side?

Construction companies have begun looking at different hiring and retainage techniques.

“We have found that it is imperative for our company to talk to our recruits and current employees about the commitment we are making to their long range success as a valuable member of our company,” said Patrick Stockland of Capitol Mechanical, Inc.

“Instead of hoping that they just stick around, we have begun finding ways to celebrate the employees that we have and educate them on the career path that we see with them within our company.”

Stockland has a valid point. According to Forbes.com, it is estimated that by age 35 about 25 percent of young employees will have worked at five different jobs. The article goes on to say though, that many assume millennials are just chasing money. However, that is not true. Many young employees are looking for positive workplace culture and career growth.

# YOUNG EMPLOYEES ARE LOOKING FOR POSITIVE WORKPLACE CULTURE AND CAREER GROWTH.

Northcentral Construction Corporation has begun to understand this. Pat Donovan explained, "We are spending extra effort to talk to our employees about their long-range plans. We are finding ways that the company can support our employees through educational and advancement opportunities."

Even for small companies, this means allowing an individual to try different types of work, be innovative, receive additional training, or continually talking about the

long range plans you have for this person. In addition, the employee must feel comfortable talking about what they would like to see out of his/her career.

"This model is not a 'one-and-done' type thing and it does not just apply to those younger employees. It requires creating relationships with all your employees and truly uncovering the needs of that individual employee," states Donovan.

In the K-12 educational system, the term "career pathways" is one that is being used

quite frequently these days. From an early age, students are talking and thinking about moving from one stage to another throughout their careers. They are discussing options and judging long-range opportunities. Employers, especially in the construction industry, have long embraced the idea of "building" employees from the ground up, but typically it was just something that happened over time. There were not mentors who helped encourage and show new employees the paths from one place to another.

## Construction U



### TRAINING OPTIONS FOR YOUR EMPLOYEES

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- **Online Training** – ABC has partnered with three different online training providers to provide 24/7 access to training. In the past year, more than 370 training participants have utilized online training through the association. Check out the new Career Readiness Bootcamp program and other classes at [www.abcwi.org/onlinetraining](http://www.abcwi.org/onlinetraining).
- **Construction Leadership** – Training for foremen, crew leaders, and supervisors. One-day program. Open class or in-house. Offered multiple times a year.
- **Construction U Project Coordinator** – A program for administrative staff who will be or who are assisting project managers throughout the

construction process and those who are new to the industry. Six days over six-weeks. Offered twice a year.

- **Construction U Project Supervision** – Construction supervisor training. One-year program. Offered once a year.
- **Construction U Emerging Leader** – Designed for those who will have taken on or will be taking on management roles, including company owner. This is a one-year program offered annually.
- **HR Conference** – A full-day event for Human Resource and Marketing professionals. Participants can select topics and speakers that interest them the most. Offered mid-October each year.
- **SuperCon** – Offered in February each year, SuperCon is the premier event for ABC members and employees. A wide range of professional development sessions are held on safety, management improvement, employee relations, marketing & business growth, etc.

Learn more at [www.abcwi.org/education-training](http://www.abcwi.org/education-training)

Construction employers are so busy these days, it is hard to justify spending the time it takes to mentor and support an employee. Think about this though: How much money will you spend recruiting and retraining a new employee when one leaves?

How do you create a culture of employee success in your company?

### 1. Hire the right candidates.

As much as we are desperate for workers, if a candidate is not the right fit for the company or they are looking for something you don't provide, don't hire them.

### 2. Make sure your supervisors understand their importance.

Teams succeed or fail based on leadership. If your supervisors aren't supportive and understanding that we must look at employee retention in a different way, your company will never be able to change its culture. If there are leaders in your company whose employee retention is worse than oth-

ers in the company, consider working with and encouraging this individual to understand the benefits of the culture change.

### 3. Talk short- and long-range plans.

Don't just wait for the annual employee review to do this. Find times on a consistent basis for a supervisor or mentor to talk with the employee to find out their ambitions and discuss where you see them going in the future. Take time to understand what company benefits the employee finds most valuable to them both professionally and personally.

### 4. Offer educational opportunities to grow.


Find occasions where employees can learn a new aspect of the job or try being innovative on a problem that arises. Take advantage of ABC training, including SuperCon, Construction U, Safety Training, and other continuing education.

### 5. Remind employees why they love working for you.

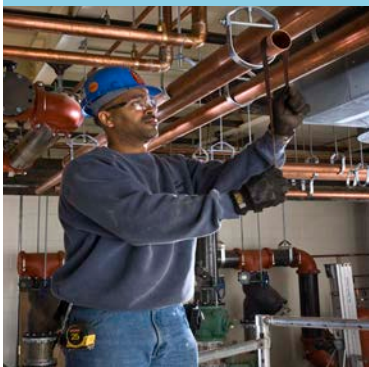
When Coke or Pepsi advertise, they do so both to get new people to try their product, but they also are trying to create a brand loyalty, so you continue to buy their product. Remind your employees of your commitment to them and find ways to celebrate the accomplishments of individuals. Find your "special sauce" as an employer when compared to others.

### 6. Follow through on your word.

Employees will grow disheartened if they never see results. Don't promise a promotion or opportunity and then not follow through on it.

When your employees feel valued, that they are given opportunities, and can see a pathway for their career, there is a much better chance that they will stay loyal to your company. And the more companies we can get to have happy employees, the more future generations will look at the construction industry and see all the great things our careers offer. 

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## EVENT REMINDERS



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## FIELD TRAINING

**Construction Leadership / Madison – May 30 – 7:30am-3:30pm**

## SOCIAL FUNCTIONS

**Onalaska Social / May 24 – 5:00-6:30pm**

**Green Bay Lambeau Tour & Social / June 7 – 4:30-7:00pm [SOLD OUT]**

**Grafton Area Meeting / June 12 – 11:30am – 1:00pm**

**Cottage Grove Golf Scramble / June 20 – 11am-6pm [SOLD OUT]**

**Baldwin Area Meeting / July 24 – 11:30am – 1:00pm**

**Madison Betty Lou Cruise / July 18 – 6-8:30pm**

**Manitowoc Maritime Museum Tour & Social / Aug. 9 – 5:00-6:30pm**

**Marshfield Networking Social / Sept. 20 – 5:00-6:30pm**

**Meet the Generals Event / Oct. 10 – 4:30-6:30pm**

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# MILLENNIALS IN CONSTRUCTION

## WHAT YOU SHOULD KNOW ABOUT THE NEW GENERATION OF WORKERS

*By James Debilzen — ABC of Wisconsin Marketing & Communications Specialist*

When Homer Auge talks about millennials on the job site, he's speaking about his peers.

The 34-year-old roofing project manager at Corporate Contractors Inc. (CCI) of Beloit is counted among the early members of the millennial generation, who now make up the largest generation in the workforce.

Auge began his career with CCI in 2006 and started an apprenticeship in 2008. He worked his way up to lead man, foreman and then superintendent before becoming a project manager.

"Now I'm in charge of the whole (roofing) division, making sure we're making money and everybody's efficient, everybody's staying up on their trainings and bringing in new people and trying to retain them," Auge said.

"That seems to be the difficult thing today is trying to find good help," he added. "I don't think a lot of people are aware of how far you can go in the trades. Everybody thinks push, push, push, go to college, go to college, but it's not meant for everybody. Sometimes, the trades, if you can get in and apply yourself, you can make a very good living off of it."

Auge isn't alone in struggling to find workers from the millennial generation. Ac-



Homer Auge is a millennial who has worked his way up to project manager at Corporate Contractors, Inc. (CCI) in Beloit.

According to Dennis Winters, chief economist for the Wisconsin Department of Workforce Development (DWD), managers across a broad spectrum of industries are having difficulty filling job openings as more baby boomers retire.

"We've never had to worry about a flat-

tening – much less a declining – workforce before," Winters said. "We're running out of people. And it's not just in the skilled professions."

### **Who are millennials?**

The Pew Research Center recently redefined its classification for millennials

# MILLENNIALS ARE OFTEN NOT DEFINED BY THEIR WORK, BUT ARE DEFINED BY THEIR LIFESTYLE

to include anyone born between 1981 and 1996. They grew up as the internet began to revolutionize how the world communicates and does business, and millennials began entering the workforce at the height of an economic recession. In many cases, the recession delayed the “entrance to adulthood” for activities like buying houses and starting families, according to Pew.

Millennials are often not defined by their work, but are defined by their lifestyle, according to millennial Steve Bench, founder of Generational Consulting LLC. Bench talked about millennials in the workplace and addressed generational differences during ABC of Wisconsin’s 2018 SuperCon in February.

In a separate SuperCon presentation, Winters echoed Bench, adding that recreational interests are more important than specific career opportunities for many millennials, and they’re willing to move to find something that’s perceived to be a better fit for that lifestyle.

“You used to go where the job was, and then made your life,” Winters said. “Here, (millennials) are going where they want to make their life and find a job ... It’s a whole different kind of thing that we’re looking at as we go forward. Instead of baby boomers that lived to work, the younger generation is working to live.”

With this shift in focus, Bench and Auge said it’s important to respect work/life balance for employee retention.

“A lot of guys, some of them prefer more vacation over a raise, believe it or not, just because they want time off to be with their family or just live life and not work 24-7,” Auge said.

Bench said millennials tend to have more commitment issues than prior generations and have a need to feel invested in their work. One of the keys to success in retaining millennial employees, he said, is to make them feel like they’re part of the team.

Auge said he feels that approach has been effective with his crew.


“Day by day, you’ve got to make them feel appreciated and wanted and not just flying under the radar, out of sight, out of mind,” Auge said. “Give credit when needed or necessary, I should say.”

“I try to host like an event every three to four months for all my guys, which is like an appreciation event,” Auge added. “I’ll take them to a Brewer game or a Cubs game, whatever it may be, just to keep the camaraderie there and the energy that

we need, everybody all on the same page and liking each other. Working day by day in the heat of the summer, it kind of gets frustrating and exhausting. Whatever we can do to bring spirits back up and keep the camaraderie going, I think that’s huge.”

Auge also stressed the importance of being a good role model for younger staff members and promoting from within.

“That’s a lot about being a role model is you’ve got to be a good leader and not just the boss enforcing (rules),” Auge said.

“... They’re looking at your actions, too, and how you’re leading them. So, being a good role model is the best way to go about it. They can learn off each other and they know we promote within, so everybody strives to do their best. If you want a future in the company, it’s all up to you.” 

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Governor Scott Walker signs the high school apprenticeship measure at a Bayland Buildings jobsite in Ashwaubenon in April with employees and other ABC members looking on.

# WHAT TWO LEGISLATIVE WINS FOR APPRENTICESHIP MEANS FOR CONTRACTORS

By James Debilzen — ABC of Wisconsin Marketing & Communications Specialist

Associated Builders and Contractors of Wisconsin scored two decisive legislative victories this spring, as Gov. Scott Walker signed two bills into law that will help address the skilled labor gap.

The ABC-backed measures reduce the state's journeymen-to-apprentice ratios to

1-to-1 for all construction trades and allow qualified high school students to enter into adult apprenticeship programs during their senior year.

"We are appreciative of members of the Legislature and Gov. Walker for their support on these pieces of legislation,"

said John Mielke, president of ABC of Wisconsin. "These initiatives create new opportunities to help apprentices enter the workforce, which bolsters the pool of job candidates available for our employer members and, ultimately, helps Wisconsin's economy with family-supporting jobs."



# BY INCREASING APPRENTICESHIP OPPORTUNITIES FOR HIGH SCHOOL STUDENTS, WE ARE OPENING THE DOOR FOR HIGH SCHOOL SENIORS TO GET A HEAD START ON THEIR CAREER IN HIGH-DEMAND AREAS.

## Adult apprenticeship

Assembly Bill 745 allows qualified high school seniors to start the adult apprenticeship program while still in school, enabling them to complete the program sooner. It's similar to allowing high school students to take advanced placement (AP) courses for college (dual) credit.

The measure takes effect next school year, giving high school seniors access to valuable professional qualifications and experience through registered apprenticeship programs during their final year of school.

The bill was authored by Rep. Romaine Quinn, R-Barron, and Sen. Pat Testin, R-Stevens Point, and received unanimous approval in the state Senate and Assembly.

"By increasing apprenticeship opportunities for high school students, we are opening the door for high school seniors to get a head start on their career in high-demand areas," Walker said during an April 12 bill-signing ceremony in Ashwaubenton. "Through these on-the-job training programs, we are providing the future of Wisconsin's workforce with needed skills to have rewarding careers. Investing in these apprenticeships is investing in our state's future."

"Corporate Contractors Inc. is excited about the passing of AB 745," said Steve McNeal, executive vice president of business and educational services for CCI in Beloit. "We see this as a great opportunity to help young people explore the construction field while getting some real experience working with our skilled associates," said McNeal, who was one of many ABC members who testified in support of ap-

prenticeship measures. "The apprenticeship program should be a win for the student learning a trade and the company in growing a workforce from within. This will add to the partnerships we already have with many school districts in our area," the former school superintendent said.

Previously, high school students could join only the youth apprenticeship program, which gives a broad overview of careers in the trades without teaching the skills needed to join the trade after graduation. A full apprenticeship program, meanwhile, involves classroom instruction and in-depth, hands-on training in their chosen career.

Allowing early entry to the adult apprenticeship program also allows seniors to get in line to make the full post-apprenticeship salary more quickly. Construction apprenticeship programs are typically three to five years.

The law defines high school seniors as students who are at least 16 years old and who are enrolled in 12th grade. The student is expected to graduate no later than the end of the school year and will receive high school credit for hours of related instruction provided by the apprenticeship sponsor. The senior must complete a minimum of 450 hours of on-the-job training during the first year of the apprenticeship.

## 1-to-1 ratio

Assembly Bill 508, signed by Gov. Walker on March 28, eliminated convoluted Department of Workforce Development rules that restricted construction employers from being able to train as many apprentices as needed.

The new law prevents more than one journeyman from being required to oversee the work of a single apprentice, which will allow the hiring of more apprentices.


The bill was authored by Sen. Chris Kapenga, R-Delafield, and Rep. Rob Hutton, R-Brookfield.

The change emulates other states – such as Iowa, Utah, North Dakota, Colorado and Nebraska – in allowing 1-to-1 ratios. The federal government also routinely approves 1-to-1 ratios for its apprenticeship programs, and Michigan recently passed a law allowing three electrical apprentices to serve under one skilled worker.

Brian "BJ" Jacobs, owner of Jakes Electric in Clinton, said the bill will be very useful for contractors during periods of growth when additional staff members are in need.

"With the shortage of skilled people in the workforce, the last thing you want to be told is that you can't enroll a quality person into the apprenticeship because of an unbalanced ratio," Jacobs said.

John Schulze, director of legal and government affairs for ABC of Wisconsin, said the old rules were complicated. For instance, a company that wanted to bring on one painter apprentice needed one skilled worker to oversee the apprentices. However, if the company wanted to bring on four painters, they needed 12 skilled workers to oversee the apprentices.

"Employers have told us there are times when they have two great candidates for the apprenticeship program, but can only start one because of the current ratio," Schulze said while giving testimony on the bill. "It's hard for contractors to face this kind of decision and risk losing a good candidate to another employer." 

# HOW PASSION TURNS INTO GOLD

By Kyle Schwarm — ABC of Wisconsin Marketing & Communications Director

## JACOB MOODY, CHAMPION



Jacob Moody is on his way to a gold medal as he competes in the Carpentry: Residential/Commercial category at the National Craft Championships in Long Beach, California in April.



Jacob Moody (front row, far right) is pictured with his classmates at Moraine Park Technical College and Instructor Gary Roehrig (far left).

If you've met Jacob Moody, you know how passionate he is about the construction industry.

His motivation to continue learning earned him a gold medal last March at the ABC National Craft Championships (NCC) in Long Beach, CA. He qualified for the national competition by earning gold at the ABC of Wisconsin Skill Competition in January.

"It was very intense during the competition. You have the best of the best competing for first place," Moody said. "You must be ready for everything and prepared on how you're going to build it."

Moody certainly prepares. At the ABC of Wisconsin Skills Competition, while the other competitors continued socializing after lunch, Moody took that extra time to study for the written exam.

"I remember all of my competitions like it was yesterday and how, mentally, I was preparing myself to compete and win," Moody said.

"It has always been a goal for me to win nationals. My first week of school I told my teacher that I am going to be a national champion. Four years later, I did it."

During competitions, Moody would often be seen clarifying plans and

instructions for the practical competition. This certainly paid off for him.

"I not only did it for myself but also for my family, instructor, Kraemer Brothers, ABC of Wisconsin, and for the State of Wisconsin," Moody said. He recommends all apprentices consider competing.



Jacob Moody and his family after earning his gold medal.

Moody is graduating from the ABC Apprenticeship Program this month for a second time. That's correct. Moody, a carpenter apprentice with Kraemer Brothers of Plain, initially completed the Laborer Apprenticeship while working with the company. He then started the Carpenter Apprenticeship Program in 2014.

Moody said his instructor, Gary Roehrig at Moraine Park Technical College, has had a huge impact on his life and career.

"Gary made our classroom environment very educational and fun. He has even taught me how to be a better person. I have a high regard for Gary and respect how professional he is and the fact he considers it an honor to have the opportunity to teach us," Moody said.

Gary Roehrig has mutual respect for Jacob.

"Jacob was the most dedicated apprentice I have had the pleasure of training in my years of teaching. He has always been attentive and willing to participate in any class discussion. His at-

"THERE IS NO BETTER FEELING THAN WALKING AWAY FROM A JOB AND SEEING WHAT YOU BUILT AND THAT SOMEDAY YOUR GREAT GRANDCHILDREN WILL BE ABLE TO SAY, 'GREAT GRANDDAD BUILT THAT BUILDING.'"  
— JACOB MOODY



Jacob Moody (right) has a true passion for building things, even in his spare time.

tention to detail is one of his strongest points,” Roehrig said. “Jacob is going to have a very positive impact on this trade.”

Moody said the apprenticeship program has not only helped him succeed in carpentry, but in many other ways.

“It has shown me how to be held more accountable, communicating better, working as a team, and other useful tools,” Moody said. “Our class was together for four years and we all became friends. It has also intrigued me to be involved with the apprenticeship program and to allow me to help other apprentices to meet their goals as well.”

Originally from Kansas, Moody’s parents are both four-year college graduates, but Moody chose to pursue carpentry at Southwest Wisconsin Technical College in Fennimore. He began work with Kraemer Brothers shortly after graduation. In high school, he



Jacob Moody (blue shirt) has fun with friends at a “mud run.”



Jacob Moody (center) has a fondness for the sport of wrestling.



Jacob Moody and his wife, Kate

enjoyed math, automotive, welding and wood classes. Wrestling was his favorite sport.

“Wrestling taught me how to never give up and to push myself to succeed,” Moody said.

He has known his wife, Kate, since he was little. He always thought of her as an amazing person, but never had a chance to ask her out on a date when they were younger. Then a few years back, they played on a kickball team together and the next thing you




Jacob Moody receives his gold medal at the National Craft Championships Ceremony in Long Beach, CA.

know, Moody is proposing to her on top of Rockefeller Center in New York City.

“I chose this spot because of my love of buildings and because of my quirky saying I tell her: ‘There isn’t a tape measure long enough or a building I could build tall enough to show you how much I love you,’ but I told her 69 stories comes pretty close,” he said.

He enjoys many hobbies, such as golf, hiking, camping, fishing

and hunting. But his true passion is building things, which gives him happiness. He recommends carpentry to anyone who wants to build America.

“There is no better feeling than walking away from a job and seeing what you built ...,” Moody said, “And that someday your great grandchildren will be able to say, ‘Great grandad built that building.’” 





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## MARCH 2018

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### • AG Excavating

*Al Gossen*  
1336 Russett Ct.  
Green Bay, WI 54313  
**Phone:** (920) 434-1885  
**Description:** Site Work Contractor  
**Sponsor:** Shawn Mueller, Bayland Buildings  
Beam Club Members-to-date: 1

### • E80 Structures, LLC

*Tim Pfeil*  
7120 Patton Road  
De Forest, WI 53532  
**Phone:** (608) 846-1880  
**Description:** General Contractor  
**Sponsor:** Jeff Frey, Hausmann-Johnson Insurance  
Beam Club Members-to-date: 1

### • Ernstmeyer Plumbing Co.

*Thadd Ernstmeyer*  
E4038 Old K Rd  
Reedsburg, WI 53959  
**Phone:** (608) 415-1146  
**Description:** Plumbing Contractor  
**Sponsor:** Scott Truehl, Friede & Associates, LLC  
Beam Club Members-to-date: 7

### • Konkol's Service and Repair, LLC

*Kevin Konkol*  
W220 N4912 Townline Road  
Menomonee Falls, WI 53051  
**Phone:** (414) 531-6100  
**Description:** Supplier  
**Sponsor:** Jay Zahn, R&R Insurance Services, Inc.  
Beam Club Members-to-date: 33

### • Madison Top Company

*Melissa Frank*  
1111 Stewart Street  
Madison, WI 53713  
**Phone:** (608) 277-9111  
**Description:** Clothing/Apparel/  
Promotional Products  
**Sponsor:** Tina Link, Rural Masonry  
Beam Club Members-to-date: 1

### • NovaONE Networks

*Jim Sauter*  
2009 W. Beltline Hwy  
Madison, WI 53713  
**Phone:** (608) 442-4000  
**Description:** Communication/Tele-  
com Consulting  
**Sponsor:** Lindsey Yoder, The  
Blue Book Building & Construction  
Network  
Beam Club Members-to-date: 6

### • PeopleReady Skilled Trades

*Jason Fisher*  
1334 Applegate Road  
Madison, WI 53713  
**Phone:** (608) 609-0243  
**Description:** Labor Contractor  
**Sponsor:** Dan Bertler, Supreme  
Structures, Inc.  
Beam Club Members-to-date: 19

### • Rock Valley Plumbing

*Brent Nelson*  
4726 N. Katherine Dr  
Janesville, WI 53548  
**Phone:** (608) 758-1921  
**Description:** Plumbing Contractor  
**Sponsor:** Kevin Day, Corporate  
Contractors, Inc. (CCI)  
Beam Club Members-to-date: 2

### • Rozga Solutions, Inc.

*Bill Rozga*  
3959 74th Street  
Milwaukee, WI 53220  
**Phone:** (414) 349-0525  
**Description:** Mechanical Contractor  
**Sponsor:** Bob Engler, Engler  
Services  
Beam Club Members-to-date: 20

### • Trapp Electric LLC

*Ann Trapp*  
1557 Marsha Lane  
Arbor Vitae, WI 54568  
**Phone:** (715) 892-1885  
**Description:** Electrical Contractor  
**Sponsor:** Tom Altmann, Altmann  
Construction Co., Inc.  
Beam Club Members-to-date: 32

### • Viewpoint Construction Software

*Shary Dye*  
1515 SE Water, Portland, OR 97214  
**Phone:** (503) 382-7866  
**Description:** Software  
**Sponsor:** Greg Jones, Dave Jones,  
Inc.  
Beam Club Members-to-date: 14

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## APRIL 2018

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### • 3 Badgerland Buildings Inc.

*Neil Van Boxtel*  
PO Box 284  
Black Creek, WI 54106  
**Phone:** (920) 560-5500  
**Description:** General Contractor  
**Sponsor:** Jay Zahn, R&R Insur-  
ance Services, Inc.  
Beam Club Members-to-date: 34

### • Best Electric Service, Inc.

*Bruce Janczak*  
8123 W. Greenfield Ave  
West Allis, WI 53214  
**Phone:** (414) 727-8770  
**Description:** Electrical Contractor  
**Sponsor:** Steve Klessig, Keller, Inc.  
Beam Club Members-to-date: 49

### • Clean Power

*Glenn Lewis*  
124 N. 121st Street  
Milwaukee, WI 53226  
**Phone:** (414) 303-7040  
**Description:** Commercial Cleaning  
**Sponsor:** Tom Altmann, Altmann  
Construction Co., Inc.  
Beam Club Members-to-date: 33

### • Fearing's Audio Video Security

*Douglas Fearing*  
722 Walsh Rd., Madison, WI 53714  
**Phone:** (608) 443-2595  
**Description:** Audio/Video/Alarm  
Systems  
**Sponsor:** Scott Truehl, Friede &  
Associates, LLC  
Beam Club Members-to-date: 8

### • JKC LLC

*Jon Regnerus*  
W273 Dillman Rd.  
Randolph, WI 53956

**Phone:** (608) 963-1247

**Description:** General Contractor  
**Sponsor:** Kevin Masterson, North  
American Mechanical, Inc.  
Beam Club Members-to-date: 1

### • JLA Architects

*Sarah Fegre*  
2418 Crossroads Dr, Suite 2300  
Madison, WI 53718  
**Phone:** (608) 241-9500  
**Description:** Architects  
**Sponsor:** Dan Bertler, Supreme  
Structures, Inc.  
Beam Club Members-to-date: 20

### • Melaney Electric

*Mike Melaney*  
PO Box 354, West Bend, WI 53095  
**Phone:** (262) 305-5136  
**Description:** Electrical Contractor  
**Sponsor:** Jay Zahn,  
R&R Insurance Services, Inc.  
Beam Club Members-to-date: 35

### • National Construction Rentals

*Alice Silva*  
7241 W. Parkland Ct.  
Milwaukee, WI 53223  
**Phone:** (800) 352-5675  
**Description:** Construction Site  
Rental  
**Sponsor:** Steve Klessig, Keller, Inc.  
Beam Club Members-to-date: 50

### • Right Angle Communication

*Troy Semenik*  
5821 Femrite Dr.  
Madison, WI 53718  
**Phone:** (608) 416-5101  
**Description:** Low Voltage/Security  
Contractor  
**Sponsor:** Mike Engen, Stevens  
Construction Corp.  
Beam Club Members-to-date: 3

### • Southern Lakes Plumbing & Heating

*Pat Plucinski*  
N5860 US Hwy 12  
Elkhorn, WI 53121  
**Phone:** (262) 723-6422  
**Description:** Mechanical Contractor  
**Sponsor:** Dan Bertler, Supreme  
Structures, Inc.  
Beam Club Members-to-date: 21

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