



## Sokaogon Chippewa Community TrANS Program



**November 2016 to October 2017**

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## Introduction

### **TrANS – Transportation Alliance for New Solutions**

This public-private model for collaboration to prepare females, minorities, underserved and veterans to obtain entry-level jobs in the road construction trades.

The program has been around for 20 plus years in Southeastern, Wisconsin, where it first began. The program later expanded to Southwestern, Northeastern and North Central, Wisconsin.

The North Central program has been around for almost 18 years. The North Central program is currently being facilitated by the Sokaogon Chippewa Community.

### **There are 20 plus partners- (several are listed below)**

- The Operating Engineer's Local 139 in Coloma
- Department of Workforce Development Apprenticeship standards
- The Tribal Labor Advisory Committee-(*TLAC*)
- Wisconsin Women's Council
- Labor Unions-(*LIUNA-Wisconsin*)
- Wisconsin Transportation Builders Association-(*WTBA*)

### **TrANS-Transportation Alliance for New Solutions**

The program is comprised of a minimum of 120-hours. The TrANS instructor, along with educators, employers and experienced tradesmen teach hands on in the classroom.

### **Orientations & Screening Sessions:**

Must attend at least one of these to be considered for the TrANS program.

### **The following are the class qualifications to graduate from the TrANS program:**

- Pass an apprenticeship-(*ACCUPLACER*) or union test during the program
- Obtain a CDL- (*Commercial Driver's License*) temps by class end
- Pass an OSHA-10 or OSHA-30 training dependent on class location
- Pass flagging training, Work Ethics & Construction Terminology
- CPR-First-Aid certification- (*Not mandatory, but the North Central program provides it*), Jobsite and union field trips during the classes

### **The Qualifications to attend the TrANS program are as follows:**

- Pass a TABE test – (*Minimum 6<sup>th</sup> grade level*)
- Have good references from past or current employers
- Pass a drug & alcohol test
- Hold a valid class D driver's license with none of the following:
- No OWIs/DUIs in the past three years
- No excessive speeding violations in the past three years- (*Excessive defined as: 20mph over posted limit*)
- No Unpaid tickets
- Pass physical evaluation

### **Job Placement & Retention:**

Everyone that graduates from the TrANS program is given the tools to be successful in their job searches- (*Resumes & Interviewing, along with apprenticeship information and will be able to attending at least one networking event within 3 months of graduation*).

The program sets up interviews with employers, provides information on job and career fairs.

After placement they will have contact with their TrANS instructor for a minimum of three years, for retention purposes.

### **Incentives for the road construction industry employers**

Employers that have federal funding for a state of Wisconsin project can receive a \$5.00 an hour bonus for hiring TrANS graduates on that project, through the Department of Transportation and Federal Highway Administration.

Employers can collect bonuses for a total of 2000 hours as a general labor- (non-apprentice) and for the entire time they are an apprentice. They are able to work for more than one company over these hours.

The contract will have an ASP-1 in the highway project, which is a special provision to hire a percentage of TrANS graduates as labor's- (non-apprentices & a percentage of apprentices for the project). Each project differs, depending on the size of the project and the amount of federal funding on that project.

There are also special provisions for employers on state of Wisconsin projects. There is a Native American hiring provision, which has a bonus incentive. This provision is an incentive for employers that hire Native American's within a certain proximity of a reservation or directly on, or going through tribal land.

Special provisions are also set on mega projects for hiring provisions. In the Southeastern and Southwestern TrANS programs have projects with special provisions for minorities larger than the usual contracts. This is because these areas have very high numbers of minorities per-capita.

Statewide projects have hiring provisions. The number for females is 6.9% in every county of the state. Southeastern and Southwestern have the highest number of minorities, usually around 2% and counties in North Central Wisconsin are more like ½%-(*The numbers for females are almost never met*). These numbers are per trade on each project.

### **TrANS Success**

The TrANS program is very successful statewide, with many graduates becoming journey workers, which is the **ultimate goal**- (To get a good family supporting job, with great benefits, and advancement opportunities.

The numbers show the success of the program and being refunded year after year. There is definitely a reason that they have sustained their popularity. Successful graduates are helpful for continued recruitment.

### **TrANS Management**

Jenna Fogarty- (*Labor Development Specialist*)

She over sees all the monthly reports, along with the CRCS-Civil Rights data base. She also makes the conditions, such as qualifications for the TrANS program and facilitates quarterly meetings with all the TrANS providers in the state.

Suki Han- (*Invoicing*)

She handles all the TrANS programs billing as invoices come in.

Kelly Jackson- (*Statewide Tribal Liaison & Office of Business and Equity Compliance*)

She over sees the budget and funding for Tribal TrANS programs. Takes the tribes proposals and works to get the Tribal TrANS programs refunded.

## **Report for the periods of November 2016 to October 2017**

### ***Prepare & distribute marketing materials:***

Drafted posters, brochures and flyers for recruitment purposes. In November, December I marketed the Lac du Flambeau, Lake Tomahawk, Minocqua, and Oneida county areas. These areas were marketed for a class, that was proposed to begin in Lac du Flambeau in November- (*Because of extenuating circumstances the class was held at the Lake Tomahawk town hall*).

Drafted posters, brochures and flyers for recruitment purposes in February. In February and March, Forest, Oneida and Langlade counties were marketed for a class to be held in March on the Sokaogon Chippewa reservation. A class began in the very end of March and finished the beginning of May.

Drafted posters, brochures and flyers for recruitment purposes. In March and April for a class to be held in Lac du Flambeau, I marketed the reservation, Oneida and Vilas counties for the next class to begin the end of April. A class was held on the Lac du Flambeau reservation that finished the very end of May.

Currently I have a class on the Sokaogon Chippewa reservation that will finish on November 9<sup>th</sup>. The next recruitment area will be in the Wittenberg and Bowler area to recruit the Ho-Chunk and surrounding communities for a class to be held in Wittenberg.

### ***Schedule & Facilitate Orientations:***

For the month of November there were 4 orientations held, three in Lac du Flambeau and one at the Lake Tomahawk town hall. There was a total of seven attended and six were screened and five were accepted into the class. This class was held the end of November in Lake Tomahawk.

For the month of February there were three orientations held on the Sokaogon Chippewa reservation for a class to begin the end of March. There was a total of nine potential candidates all nine were screened but not all of them were accepted for the next class that began the end of March and ended on the first of May.

For the month of April there were three orientations held at the Lac du Flambeau education department. Thirteen candidates attended the orientation. A total of ten were screened for the next class to begin in Lac du Flambeau. Out of the ten, there were eight accepted into the class that began on May 8<sup>th</sup>.

### **Screened for this program period**

- **4In November there were 6 screened for a class in Lake Tomahawk**
- **In February there were 9 screened for a class in Mole Lake**
- **March there were 14 screened for a class in Keshena**
- **April there were 10 screened for a class in Lac du Flambeau**
- **In April there were a total of 10 screened for a class in Keshena**

For a total of 49 candidates screened for this period  
**The goal is to have 35 screened for the program year**

For the month of May there was one screening held at the Lac du Flambeau education department the first week of May. Two candidates attended, they both decided not to take this current class and would take a future class.

For the month of September there was one orientation held on the Sokaogon Chippewa reservation for a class to begin in October. There were three that attended and one candidate was screened and accepted to be in the next class to begin in November.

For the month of month of October there were four orientations held for the next class to begin in October. There were eight that attended all the orientations. Out of the graduates that were screened which was all eight, seven were accepted into the next class.

### ***Contacts Made to Employers***

The following are the contacts that were made to employers for the purpose of networking, job opportunities and retention, along with in person, meet & greets. The contacts are made by phone, e-mail or in person. Sent and received Christmas cards and sent congratulatory cards and letters to winning bid winners monthly.

- November 2016 -21 contacts
- December 2016– 61 contacts
- January 2017- 26 contacts
- February 2017 – 57 contacts
- March 2017 – 57 contacts
- April 2017 – 67 contacts
- May 2017 – 72 contacts
- June 2017 – 73 contacts
- July 2017 – 89 contacts
- August 2017 – 96 contacts
- September 2017 – 62 contacts
- October 2017 – 57 contacts

### ***Contacts Made to Customers***

There were contacts made monthly to customers for the purpose of retention, job opportunities, networking, setting up interviews. They were contacted by phone, e-mail, texts- (remind.com) and in person. Also they are offered help updating their resume and interviewing skills, support service referrals, before during and after TrANS classes when and if needed.

The following is a list of how many contacts were made this past year:

- November 2016-89 contacts
- December 2016 – 89 contacts
- January 2017 – 95 contacts
- February 2017 – 89 contacts
- March 2017 – 89 contacts
- April 2017 – 87 contacts
- May 2017- 94 contacts
- June 2017 – 97 contacts
- July 2017 – 101 contacts
- August 2017 – 106 contacts
- September 2017 – 110
- October 2017 – 105 contacts

### ***Meetings for the Year***

- November 1<sup>st</sup> and 2<sup>nd</sup> attended the WTTC in Green Bay
- November 18<sup>th</sup>- Quarterly TrANS provider tele-conference meeting
- January 11<sup>th</sup>-DOT and TrANS providers tele-conference meeting discussing the current training being used in the TrANS program
- January 15<sup>th</sup>-Met with the Sokaogon Chippewa tribal council and the DOT statewide tribal liaison
- February 9<sup>th</sup> – Watched a webinar that was recommended to see by Jenna Fogarty, it was about the future of the road building industry
- March 22<sup>nd</sup>-Had a DOT and TrANS provider meeting, also discussed recruitment strategies
- March 29<sup>th</sup>-Tele-conference call with Cyless Peterson the soon to be TLAC- (*Tribal Labor Advisory Committee*) Coordinator. We discussed the budget for the TLAC grant and each took sections to come up with a budget for the year
- April 5<sup>th</sup>-I had a booth at a career fair put on by the Northern Advantage Job Center in Rhinelander at the Rouman Theatre for the purpose of recruiting
- May 3<sup>rd</sup>- TLAC- (*Tribal Labor Advisory Committee*) meeting on the Sokaogon Chippewa reservation
- June 29<sup>th</sup> – TLAC – (*Tribal Labor Advisory Committee*) tele-conference discussion and assessment plan in Lac du Flambeau with the statewide tribal liaison, Lac du Flambeau assistant roads director, and the soon to be TLAC Coordinator
- July 10<sup>th</sup>- Meeting on the Sokaogon Chippewa reservation for program directors
- July 28<sup>th</sup>- Pre-con tele-conference for a project near the Stockbridge-Munsee and Menominee reservations

- August 14<sup>th</sup>- Sokaogon Chippewa directors meeting in Mole Lake
- September 11<sup>th</sup> – Webinar that the DOT recommended concerning technical colleges educating students for some of the road construction trades
- October 9<sup>th</sup>- Attended a directors meeting on the Sokaogon Chippewa

### ***Total TrANS Class & Graduates***

There were five classes held during this period. There were two held in Keshena, one held in Mole Lake, one held in Lake Tomahawk and one in Lac du Flambeau. The following are the dates and number of graduates that finished the classes, along with race and sex.

- Lake Tomahawk class began on November 25<sup>th</sup> and finished on December 21<sup>st</sup>  
**There was a total of 5 graduates**
- A Keshena class that began on April 3<sup>rd</sup> and finished on April 21<sup>st</sup>  
**There was a total of 4 graduates**
- A class that began on April 12<sup>th</sup> and finished on April 28<sup>th</sup>  
**There was a total of 6 graduates**
- A class that in Keshena began on May 8<sup>th</sup> and finished on May 26<sup>th</sup>  
**There was a total of 8 graduates**
- There was a class that began on May 8<sup>th</sup> in Lac du Flambeau and finished on May 26<sup>th</sup>  
**There was a total of 5 graduates**

The total graduates for this program year was:

**There was a total of 28 for the year**

Out of the 28 graduates there were the following:

**There were a total of 2 females**

**There were a total of 26 males**

**There was a total of 23 Native Americans in the classes for a percentage rate of 82%**

**For the year the goal number of graduates is 25 for North Central region**

### ***Job Placement & Retention***

The graduates were contacted monthly for the purpose of placements and job retention. The following are the number of graduates placed by month and the total initial and recall-re-hire graduates:

- November 2016- No placements/ but job retention for several TrANS graduates
- December 2016- 3 placed- All three were initial hires
- January 2017 – No placements / but workshops and networking opportunities
- February 2017- 1 placed- recall/ re-hire
- March 2017 – 2 placed – two recall /re-hire
- April 2017 – 17 placements-fifteen recalls /re-hires –two initial placements
- May 2017 – 3 placed – three initial placements
- June 2017 – 4 placed – three recalls / re-hires – one initial placement
- July 2017 – 5 placed – three recall / re-hire – 2 initial placements
- August 2017- 2 placed – one recall / re-hire – one initial placement
- September 2017 – 1 placed – one recall / re-hire
- October 2017 – 1 placed- one initial placements

### **Total Placements for the Year**

- **Total of 39 placements**
- There were 26 recalls / re-hires
- There were 13 initial placements

**For the year the goal is 25 graduates placed**

