

WISCONSIN TRAINEE/APPRENTICE REPORT

Instructions: Contractor/Subcontractor:

Complete one form for each individual employed on the contract as a bona-fide trainee or apprentice within the Wisconsin Department of Transportation Foxconn Development Road project(s).

Submit this document to

Wisconsin Department of Transportation. Attention: Beth Cannestra at dotdtsdbpd@dot.wi.gov

- Apprentice submissions require the attachment of the cover sheet of apprenticeship indenture papers.

If trainee/apprentice is not a female or minority, submit documentation showing efforts to:

- 1) recruit and hire a female/minority; OR
- 2) demonstrate your balanced workforce.

Project ID	Contract ID Number	County	Region	Date Submitted
Trainee Satisfying requirements under contract special provision: <input type="checkbox"/> Wisconsin Utilization Plan		Contractor Name		
Trainee Name, Address, City, State, Zip Code		Contractor Contact Person		
		Contact Person - Area Code - Telephone Number		
		Joint Apprenticeship Committee (JAC) Name, Telephone Number		
		New Hire for Firm		
		<input type="checkbox"/> Yes <input type="checkbox"/> No		
Gender** <input type="checkbox"/> Male <input type="checkbox"/> Female		Ethnic Group** - Check One <input type="checkbox"/> Black <input type="checkbox"/> Asian <input type="checkbox"/> Native American <input type="checkbox"/> Hispanic <input type="checkbox"/> Other		
Date Hired by Firm		Date Training Started on This Contract		
Trainee or Apprentice Training Year				
<input type="checkbox"/> Pre-Apprenticeship <input type="checkbox"/> First <input type="checkbox"/> Second <input type="checkbox"/> Third <input type="checkbox"/> Fourth <input type="checkbox"/> Fifth				
Trade Applicable – Check One				
<input type="checkbox"/> Apprentice trade				
<input type="checkbox"/> Utilization Craft				

Comments – For example: Will the trainee/apprentice change status while working on this project? Will percent of pay increase? etc.

Preparer

X _____
 (Contractor Representative/EEO Officer) (Date)

Reviewer

X _____
 (Contract Authority Representative) (Date)

Affirmative Action Efforts Approved

X _____
 (Agency Compliance Specialist) (Date)

Good Faith Effort for Labor

The following factors explain the difference between permissible goals, on the one hand, and unlawful preferences, on the other:

- Participation rate goals are not designed to be, nor may they properly or lawfully be interpreted as, permitting unlawful preferential treatment and quotas with respect to persons of any race, color, religion, sex, sexual orientation, gender identity or national origin.
- Goals are neither quotas, set-asides, nor a device to achieve proportional representation or equal results. Rather, the goal-setting process is used to target and measure the effectiveness of affirmative action efforts to eradicate and prevent barriers to equal employment opportunity.
- Goals under Executive Order 11246, as amended, do not require that any specific position be filled by a person of a gender, race, or ethnicity. Instead, the requirement is that contractors engage in outreach and other efforts to broaden the pool of qualified candidates to include minorities and women.
- The use of goals is consistent with principles of merit, because goals do not require an employer to hire a person who does not have the qualifications needed to perform the job successfully, hire an unqualified person in preference to another applicant who is qualified, or hire a less qualified person in preference to a more qualified person.
- Goals may not be treated as a ceiling or a floor for the employment of members of groups.
- A contractor's compliance is measured by whether it has made good faith efforts to meet its goals, and failure to meet goals, by itself, is not a violation of the Executive Order.