

WRTP | BIG STEP
PAVING THE WAY

Dane County **PAVE YOUR PATH**

Program Update
Q1 & Q2 2025

August 12, 2025



WRTP BIG STEP

PAVING THE WAY



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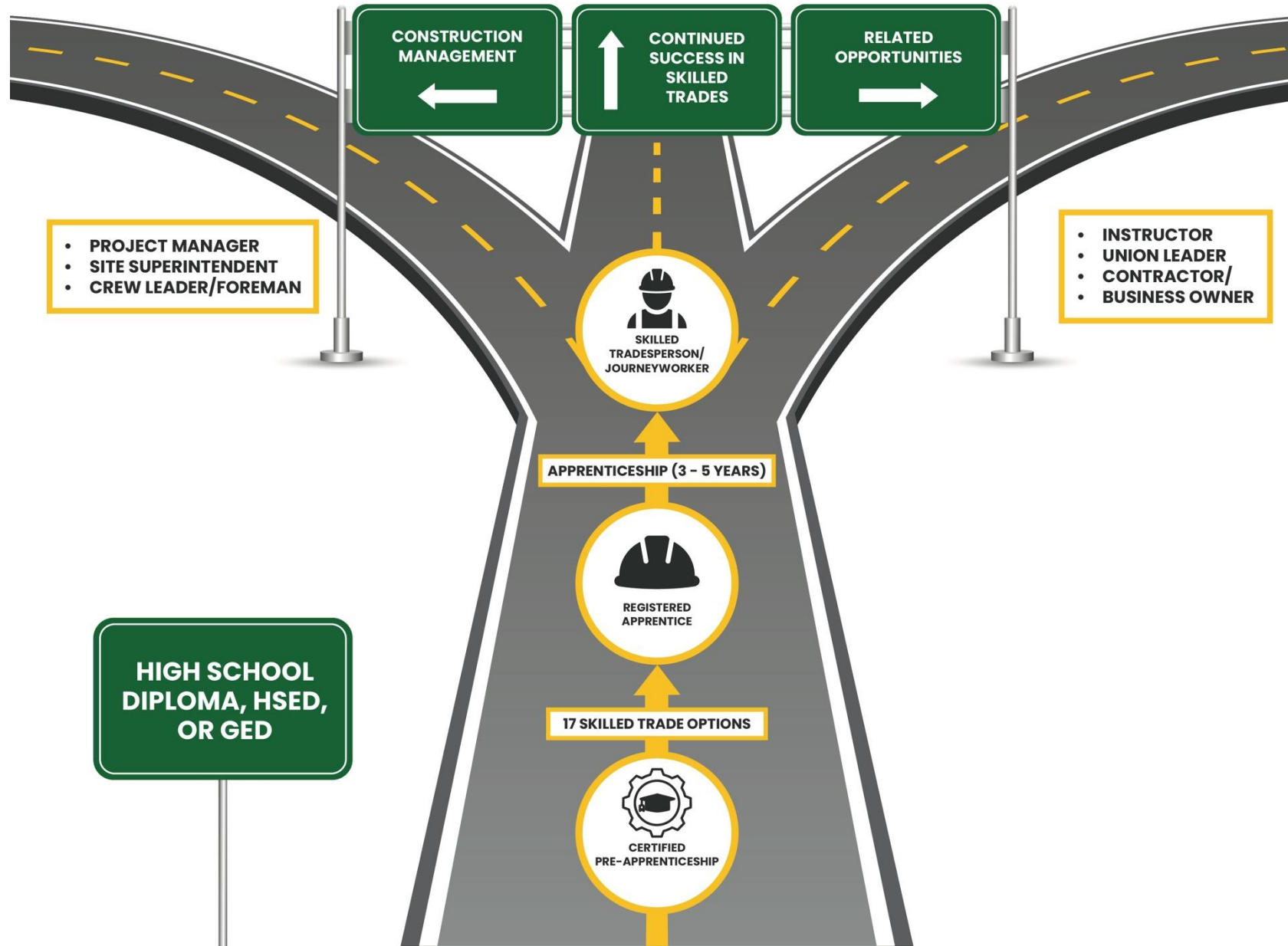
WHO WE ARE

- **WRTP (Wisconsin Regional Training Partnership) is the industrial sector**
- **BIG STEP (Building Industry Group Skilled Trade Employment Program) is the construction sector**
- **We are a nonprofit dedicated to helping people start careers in construction and manufacturing**
- **Our training programs are based on employer demand and partnerships with quality employers that pay family-supporting wages and provide strong benefits**

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CONSTRUCTION CAREER PATHWAY



HOW TO ENTER THE UNION CONSTRUCTION TRADES

1 APPLY AT
THE TRADE

2 MEET TESTING
REQUIREMENTS

3 ELIGIBILITY
FROM TRADE

4 COMPLETE YOUR
APPRENTICESHIP

5 BECOME A
JOURNEYWORKER

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To qualify for union apprenticeships, applicants need the following:

- ✓ Driver's License
- ✓ Social Security Card
- ✓ High school diploma, GED, or HSED
- ✓ **Passing Aptitude Test Scores**

BIG STEP APPRENTICESHIP READINESS PROGRAM

The BIG STEP Apprenticeship Readiness program provides one-on-one tutoring for participants testing for the building trades.

- 1 hour tutoring sessions
- In-person or online
- Open Monday-Saturday from 8 am-7pm

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OUTREACH & RECRUITMENT

- 4 JustDane Reentry Resource Fairs
- Electrician Union Career Fair
- 16 outreach events, including BIG STEP programming orientations
- Monthly Joint Apprenticeship Council meetings
- Community outreach with re-entry partners

JOINT APPRENTICESHIP COUNCIL MEETINGS

- Monthly meetings with WRTP | BIG STEP contributing trades
- Different topics each meeting, like how to:
 - Streamline the application process
 - Identify barriers with unions or contractors in hiring Pave Your Path grads
 - Best support participants transitioning back into the community from incarceration and into construction Registered Apprenticeships
 - Provide insight into additional skills and credentials needed to enter respective trades
 - How to best set Pave Your Path participants up for

REFERRAL PARTNERS

- Dane County Diversion programs
- Dane County Sheriff's Office
- Dane County Food Share Employment Training
- Dane County Job Center
- WorkSmart
- JustDane
- Pave Your Path Program participants



POSITIVE WORD OF MOUTH

increased
interest from
reentry
individuals who
heard about Pave
Your Path from
others who
received training
and services

ELIGIBILITY & REQUIREMENTS

Standard Registered Apprenticeship requirements for entry



Participants have been subject to arrest or conviction

Q1 & Q2 2025

86

Completed
Intake
Forms

51

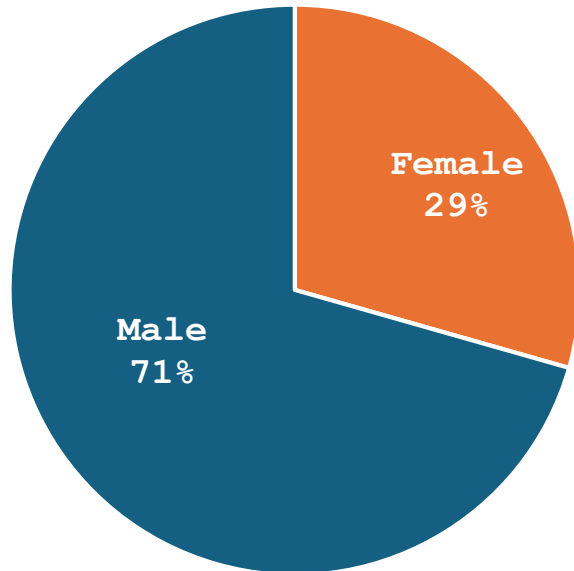
Completed
In-Custody
Services

35

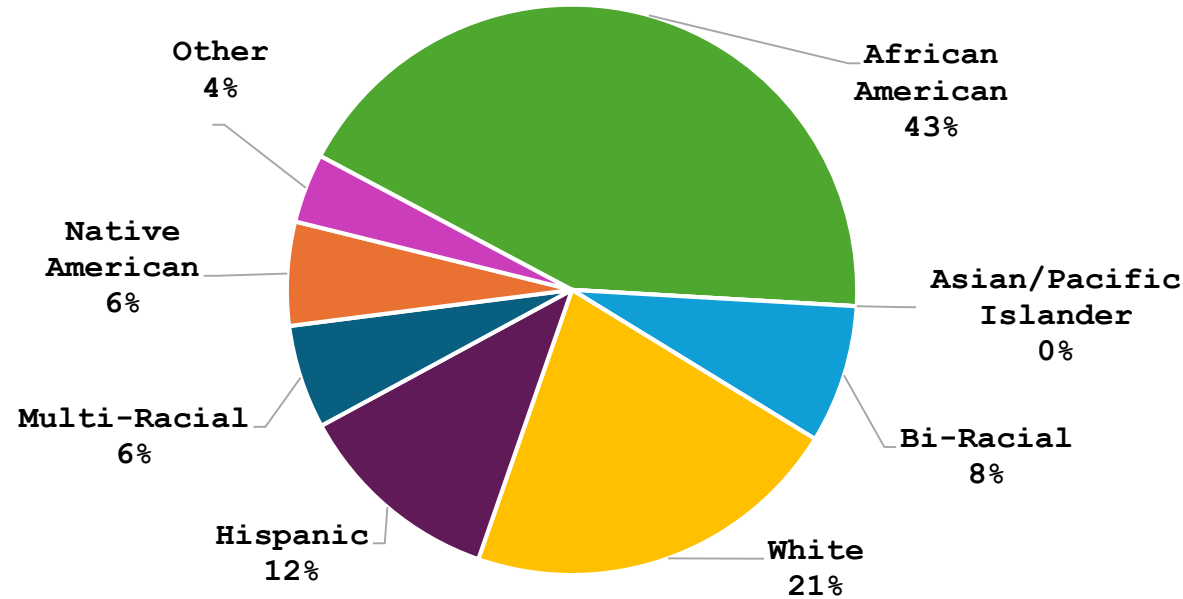
Completed
Out-of-
Custody
Services
Entry-Level Construction Skills
Pre-Apprenticeship Training
(in partnership with Madison College)
& Accuplacer Testing for trade(s) of interest

DEMOGRAPHICS OF PEOPLE SERVED IN CUSTODY

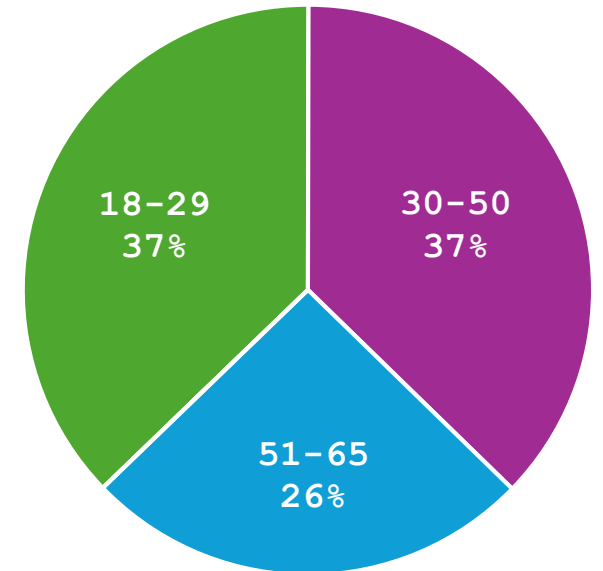
Gender



Race

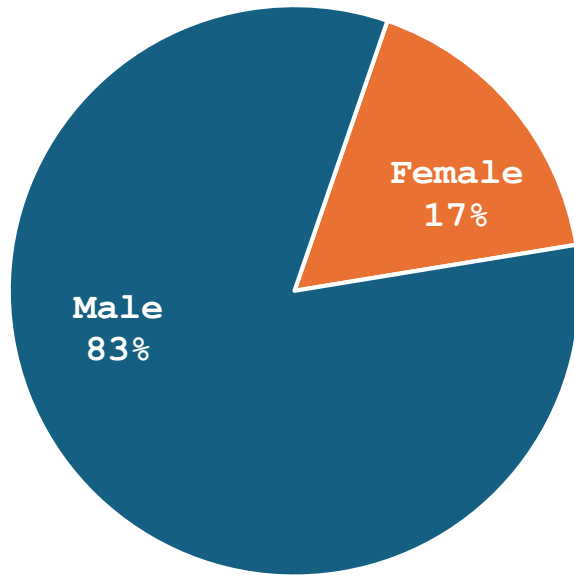


Age

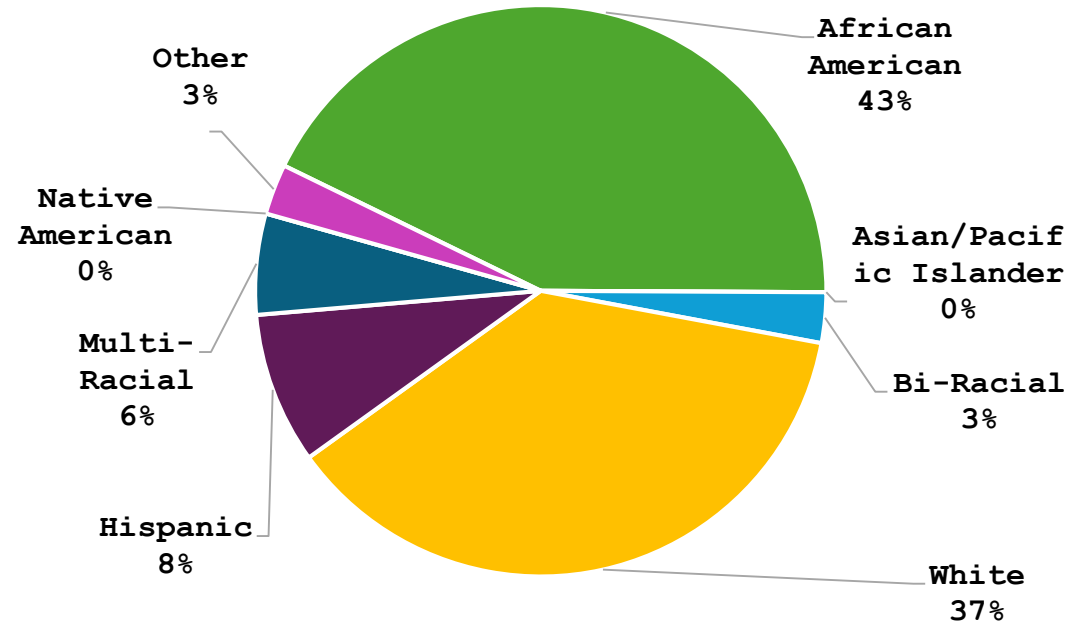


DEMOGRAPHICS OF PEOPLE SERVED OUT OF CUSTODY

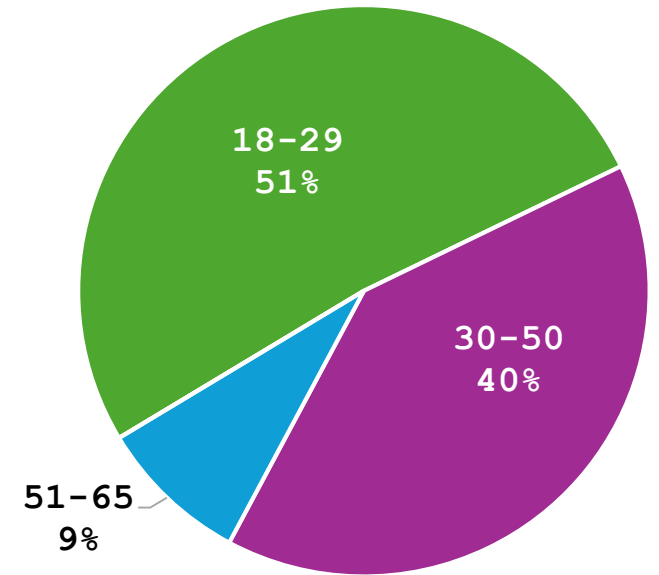
Gender



Race



Age



Q1 OUTCOMES

1st Pave Your Path In-Custody group at the Dane County Jail:

- 20 initial participants
- 8 participants withdrew
- 12 completed the eight-week program
- 8 participants passed tests for trade requirements
- 2 participants from the group were released from incarceration in the middle of this program and enrolled in our Entry

JustDane Reentry Service Fairs, referral partners, word of mouth, walk-ins:

- 15 participants
- 100% completed and passed their Accuplacer testing
- In our Entry-Level Construction Skills training, 2 participants enrolled in cohort 1.
 - ✓ Both in cohort 1 completed

Q2 OUTCOMES

2nd Pave Your Path In-Custody group at the Dane County Jail:

- 31 initial participants
- 18 participants withdrew or were released
- 13 completed the eight-week program
- 11 participants passed tests for trade requirements

JustDane Reentry Service Fairs, referral partners, word of mouth, walk-ins:

- 20 participants
- 4 took and passed Accuplacer testing
- 5 referred to the Electricians union to begin application and testing process
- In our Entry-Level Construction Skills training, 7 enrolled in cohort 2.
 - ✓ 3 successfully completed

STORY OF SUCCESS – Jaton M.

- Participant started with us in the Pave Your Path Program.
- After he was released, he:
 - joined our ELCS training
 - attended our career fair in partnership with Operation Fresh Start
 - attended tutoring and completed his testing requirements
 - and received his letter of introduction with the Plumbers Union.
- During ELCS training, he was placed as a Plumbing Pre-Apprentice with Dave Jones, starting full time at \$18/hour

Questions?



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