

Minutes of the  
APPRENTICESHIP ADVISORY COUNCIL  
Advisory to DWD, Bureau of Apprenticeship Standards  
and  
Wisconsin Technical College System Board

Crowne Plaza Hotel  
4402 E. Washington Avenue  
Madison, WI

September 19, 2007  
(Corrected)

**MEMBERS PRESENT**

Wayne Belanger	Robert Riberich
Gert Grohmann	Benito Rodriguez
Terry Hayden	Susan Scaffidi
Henry Hurt	Tom Schoenberger
Brent Kindred	Clay Tschillard
Mike Lewin	Marge Wood
Marcie Marquardt	
John Metcalf	

**MEMBERS EXCUSED**

Mike Bolton  
Earl Buford  
David Newby  
Ron Splan

**MEMBERS ABSENT**

James Moore  
James Nowak

**CONSULTANTS AND GUESTS**

Jose Bucio	Wisconsin AFL-CIO	Milwaukee
Mary Harrington	USDOL-OA	Madison
Ken Moore	DWD-DET-Bur App Standards	Madison
Karen Morgan	DWD-DET-Bur App Standards	Madison

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**Welcome, Introductions and Check-In**

Terry Hayden, Council Co-Chair, called the meeting to order, in conformance with the Wisconsin Open Meeting Law, at 10:11 a.m.

Sign-in sheets were circulated to record those in attendance. All present introduced themselves.

**Approval of Minutes**

Terry referred members to the minutes of the May 24, 2007 Council meeting, which were included in the meeting packet. By unanimous voice vote, the Council approved the minutes of the May 24, 2007 Council meeting, as written.

**Sub-Committee Reports:**

**Educational Linkages:** Bob Riberich stated that the sub-committee has met twice since the last Council meeting. The Sub-Committee report was in the meeting packet at Attachment 2. Discussion was held concerning what to do about the four technical colleges that have not responded. Second letters have been sent but there is still no response. Also, budgets are their main concern right now. A recommendation was made to wait until after the first of the year and

then try again. It was decided to wait and send a third letter either after the State Budget has been passed or after the first of the year.

Linkages to the K-12 System. Two programs were listed on Attachment 2. There is also the Associated General Contractors (AGC) "Red Cat" program. Does the Council want to endorse one of the programs, any of them, or none of them? A member asked if "outcomes" were presented by any of the programs. Bradley Tech has had "significant" placements. The Burlington program has only had one or two classes graduated but they really have not tracked them. Curriculum was then discussed. Curriculum is provided for all of the programs (WIDS, NCCER, etc.) AGC does provide a similar high school curriculum but does need some additional sections. (NOTE: Burlington is the AGC program.)

Karen distributed a handout on a "create a home" project. Jose Bucio asked if Karen was familiar with DWD's initiative to do a new youth apprenticeship model in manufacturing in the Milwaukee area. Karen was not familiar with it but she will check on it. No one from Bradley Tech. was at the Milwaukee presentation last week. There are three more meetings throughout the state trying to promote this as a "new program".

Bob Riberich asked new Council member Brent Kindred about information that has been requested from DPI on what local school districts do under the heading of "technical education". Can the Council receive that information? Brent stated that data collection is in transition and the information won't be available until 2009. He can, however, solicit the information by e-mail.

Karen asked if there were any other programs that should be invited to make a presentation? The only suggestion was maybe Oregon High School.

Linkages between the Advisory Council and the Technical College System Board. Sue Scaffidi is interested in serving on the Board now that she has recovered from a back problem. Karen distributed the WTCS Board meeting schedule for 2008.

**Equal Access Sub-Committee.** Wayne Belanger made the presentation. Status Report 8 was included in the Council Meeting Notice as part of Attachment 3.

The Sub-Committee has met two times since the last Council meeting.

Update Transition-to-Trainer. The actual T-to-T course will now be an additional hour in length. This will require the Trainers to also take an additional section of 3 to 4 hours in order to be certified to present the new course. The new T-to-T book was also included in Attachment 3 as well as the Notice of Required Recertification to be sent to all currently-certified instructors. There will not be a cost for the Recertification class. Jack Mattner and Mike Schallock are the instructors. BAS will maintain the records.

The Technical Assistance Guide will also have to be revised. This will take 3 to 4 meetings.

Recommendations for next priorities for the Sub-Committee:

1. Promote diversity training for employers, supervisors and journeyworkers. Council voted unanimously to survey employers, in partnership with various employer associations in the Milwaukee area, to solicit input on training topics and to identify perceived barriers to hiring female and minority apprentices.
2. Mentorship Grant Request. Council voted unanimously to proceed with the development of a grant request for start-up funds. The mentorship program would

- follow the Tools for Tomorrow and Seattle models. Also, some groups have expressed interest in providing mentors in both construction and manufacturing.
3. Formal, registered pre-apprenticeship program. There was a great deal of discussion on this item. There would be a work component. Many members see a lot of problems. The current State Committee structure would be used. The Council voted unanimously for the Sub-Committee and BAS to proceed to develop guiding principles and take this item to the State Trade Committees and then bring back to the Council.

**Informational Sub-Committee:** The committee update was provided by Marcie Marquardt. The Sub-Committee has met two times since the last Council meeting. The revised Chapter 4 was part of Attachment 4 in the Council packet. The major revisions were also outlined in the agenda:

- Sources of Related Instruction, Pgs. 2-4.
- Curriculum Development, Maintenance and Delivery, Pgs 4-5.
- Related Instruction Credit Evaluation, Pgs. 6-7.
- Attendance at Paid Related Instruction classes, Pgs. 7-8.

The Council voted unanimously to accept Chapter 4 as revised by the Sub-Committee.

**Marketing Sub-Committee:** Wayne Belanger gave the report, which was Attachment 5 to the Council Notice. The Sub-Committee is updating the Financial Tools for the Trades received from Port Jobs in Seattle, WA. A draft is not yet ready to be shared with the Council

#### **Office of Apprenticeship Update:**

Mary Harrington provided the update. Schneider Trucking will be approved for a truck driver apprenticeship through the OA. Terry Benewich retired as Director for the Midwest region of OA. This opening has been posted. Karen and Mary will be traveling to Chantilly, VA for a conference with OA and NASTAD.

#### **Report—Workforce Innovations 2007: Beyond Boundaries:**

Karen, Mary, Marge Wood, Ron Splan, Clay Tschillard, Jim Cook, Tim Anholt and others attended the WIA/USDOL “Beyond Boundaries” Conference in Kansas City, MO. A major item at the Conference was the celebration of the 75<sup>th</sup> Anniversary of the Federal Registered Apprenticeship Program. The next step will be to integrate registered apprenticeship into other WIA programs. A side effect was that the attendance roster was sold to vendors. The attendees now get all sorts of ads. Karen had one (1) copy of the Conference program that Council members could review.

#### **Report—NASTAD, August 6-10, 2007:**

Karen gave the report. Registered apprenticeship is actually growing again. Both Carolinas, California and others have gotten more funding.

The USDOL directive to integrate registered apprenticeship with WIA was worked on by NASTAD. The proposed changes in CFR 29.29 will be discussed in Virginia next week. The Committee on Apprenticeship will also meet this fall but the date has not been chosen yet. Discussion of some of the proposed 29.29 changes was held:

- 1-Year Provisional Approvals. All programs, state and federal, would be required to do these.
- Total move to competency-based apprenticeship from time-based.

**Report—NASAA, August 4-9, 2007:** Ken Moore gave the report. The amount of the Bureau's reimbursement Contract with the USDVA for approval of apprenticeship and other on-the-job (OJT) training programs is currently "up in the air". The amount of money in the USDVA budget for the SAA's was supposed to "sunset" from \$19 million in FFY 2007 to \$13 million in FFY 2008. This would mean a cut from \$156,000 to around \$80,000. That would mean a probably reduction for BAS of 1 staff position. There is a good chance the \$19 million will be retained by Congress. BAS should find out the status by November or December.

**BAS Update:**

Karen told the Council there had been significant reductions in Federal Wagner/Peyser funding. BAS lost one (1) position (Steve Roberts) which was vacant since January 2007. This position worked with the State Trade Committees and on appeals. Kathy Wellington's position on EO 108 will remain but Kathy may be bumped by one of 34 Job Service staffers whose positions were eliminated. Two other ATR positions are currently frozen for potential at-risk individuals. BAS will know whether to continue the hiring process by October 13, 2007.

In late 2006 the chair of the Public Service Commission met with Secretary Gassman. They discussed what DWD could do to help with projected staff shortfalls in the utility industry. There have been a number of meetings held with the utility industry to discuss projected workforce issues. There will also be another meeting this week to discuss possible solutions. In addition, USDOL issued grants for community colleges to be used in high growth industries; such as utilities. The WTCS, with Mid-State Technical College taking the lead, will apply for a grant. The grant is due in Washington, DC on October 8, 2007.

**WTCS Update:**

Marge Wood provided the update. She distributed four handouts: the Technical Colleges Guidebook for 2007-2008; the WTCS Apprenticeship Contacts list; apprenticeship enrollment figures; and a draft of a Program Design Summary for Machinist/Machine Tool Operator which also shows program outcomes.

**Statistics**

Ken Moore distributed statistics for September 2007. There continues to be sustained increases in Construction apprenticeships, including increases in minority and female participation. Ken noted that total apprentice participation increased 5.0% over September last year, while the increase in statewide minority participation reached 11.7%.

**Old Business**

None.

**New Business**

None.

The next Council meeting will be on January 23, 2008 at the WTCS Board Room in Madison.

The meeting dates for the next Sub-Committee meetings were also set:

- Educational Linkages: November 6 at ABC
- Equal Access: October 29 at ABC
- Informational: November 8 at ABC
- Marketing: November 5 at ABC

### **Adjourn**

By unanimous voice vote, the Council agreed to adjourn. Terry Hayden adjourned the meeting at 1:40 p.m.

Respectfully submitted by  
Ken Moore, Recorder