

**Approved Minutes  
of the**

**WISCONSIN APPRENTICESHIP ADVISORY COUNCIL  
Advisory to DWD, Bureau of Apprenticeship Standards  
And  
Wisconsin Technical College System Board**

**April 29, 2015**

Alliant Energy Center  
Madison, WI

**Members Present**

|                 |                |                  |                  |
|-----------------|----------------|------------------|------------------|
| Belanger, Wayne | Hurt, Henry    | Pratt, Dawn      | Tschillard, Clay |
| Bucio, Jose     | Jones, Dave    | Reader, Chris    | Watrud, Mary     |
| Engelke, Kilah  | Kindred, Brent | Scaffidi, Sue    | Wehrheim, Mary   |
| Hayden, Terry   | Morgan, Karen  | Tikkanen, Cathie | Wieseke, Mark    |

**Members Not Present**

|               |               |                |                |
|---------------|---------------|----------------|----------------|
| Branson, Dave | Brolin, Julie | Grohmann, Gert | Schmit, Sandra |
|---------------|---------------|----------------|----------------|

**Consultants and Guests**

|                   |                                       |
|-------------------|---------------------------------------|
| Anderson, Dave    | Department of Workforce Development   |
| Cadotte, Bill     | La Courte Oreilles Ojibwe             |
| Cook, Jim         | Madison College                       |
| Ecker, Rob        | Bureau of Apprenticeship Standards    |
| Korn, Gary        | UA Local 434                          |
| Nakkoul, Nancy    | Wisconsin Technical College System    |
| Pierce, Mary      | Bureau of Apprenticeship Standards    |
| Rice, Vincent     | DWD-Division of Employment & Training |
| Smith, Owen       | Bureau of Apprenticeship Standards    |
| Weisling, Joe     | SE WI Council of Carpenters           |
| Wellington, Kathy | Bureau of Apprenticeship Standards    |

**1. Call to Order and Introductions**

The meeting was called to order at 10:09 by Co-Chair Terry Hayden. Attendees introduced themselves.

**2. WI Apprenticeship Summit Briefing and Discussion**

Co-Chair Hayden immediately introduced Mr. Dave Anderson, Assistant to the Deputy Secretary of the Department of Workforce Development.

**i. Introductory Remarks by Mr. Anderson**

Mr. Anderson shared that on behalf of himself, Deputy Secretary Johnathan Barry, and Secretary Reggie Newson, it is a pleasure for DWD leadership to address the Council. Mr. Anderson began his position one and a half years ago, and he has learned so much about the Wisconsin workforce system and the challenges the Department faces in meeting the state's workforce needs.

"Apprenticeship is a gem of the Agency," Mr. Anderson stated. The WI Apprenticeship Summit was an exciting opportunity to refocus on the significance and importance of registered apprenticeship. He thanked the council as a whole for its guidance and direction to DWD, and the Council members and Bureau who convened and attended.

Mr. Anderson shared that he supports expanding the reach of the registered apprenticeship model by making it easier for youth apprenticeship graduates to transition into registered apprenticeship and expanding into more non-traditional areas such as information technology and healthcare.

The objectives of the summit were to hear from experts on leading research on workforce development; discuss how to improve and modernize the Wisconsin apprenticeship program; and prioritize the action items. Mr. Anderson stated that he believes the Summit participants addressed all of these thoroughly and provided excellent direction to the Bureau and DWD for moving forward.

He emphasized that the Action Plan that resulted from the Summit is actionable, can be implemented, and won't sit on a shelf. The Action Plan will help make registered apprenticeship even more important to the workforce system.

**ii. Comments from Council Members who participated in the Summit**

Co-Chair Pratt remarked that the Summit was probably one of the best meetings she has attended in her career. It was well organized and got to the point, and the right stakeholders were at the table and open with one another. In addition, it was helpful to hear stakeholders from different economic sectors and even different countries share that they face many similar challenges in workforce development and registered apprenticeship—the challenges are global. Co-Chair Pratt reiterated that the action plan will help Wisconsin come out as a leader in registered apprenticeship.

Co-Chair Hayden agreed and expressed his gratitude for participating. He explained that the Summit was held over three days at Wingspread in Racine, with the cooperation of the Johnson Foundation. Forty industry professionals participated, from labor, manufacturing and service sectors, to the employers, educators and the colleges.

Mr. Henry Hurt shared that he valued participating in the Summit and looks forward the next steps. Mr. Mark Wieseke stated that he, too, valued participating in the Summit and stated that his personal highlight was appreciating that in comparison to other apprenticeship programs in the state, Wisconsin does very well. For example, Wisconsin's apprenticeship cancellation rate is actually much lower than other programs'.

Mr. Tschillard shared that he was impressed that all participants had ample opportunities to participate and share their opinions and experiences.

Mr. Jose Bucio shared that he was impressed with the caliber of the participants and how well the facilitating captured their recommendations into an Action Plan.

### iii. Background on Summit

Ms. Karen Morgan segued into a discussion of the Summit noting that the a "perfect storm" of conditions in workforce development has led to unprecedented support for registered apprenticeship.

When the Bureau set up the Summit, DWD had been hearing from legislatures and stakeholders that registered apprenticeship was not meeting the needs of industry, including potential new partners. Therefore, the Summit agenda included presentations on international, national and regional research and perspectives on registered apprenticeship and workforce development.

The first keynote researcher, Ed Gordon, laid the groundwork about why we should be concerned about skilled training in the U.S. and the importance of upscaling the workforce. The second keynote speaker, Bob Lerman, a professor of economics at American University and a long-time researcher of apprenticeship, discussed the value of registered apprenticeship as well as pre-apprenticeship programs. He is a proponent of the pre-apprenticeship structure to prepare applicants for the system simply because of the loss of much career and technical education curriculum and opportunities.

The Summit speakers included representatives from the Canadian apprenticeship program, the American German Chamber, US DOL National Apprenticeship Director, and several national researchers. Canada has many of the same issues that Wisconsin does: an ever-changing economy; not enough people entering the workforce; and trying to evolve out of the recession. The German Embassy in Washington D.C. and German industries in the U.S. are having a hard time having skilled workers. John Ladd from the U.S. Office of Apprenticeship discussed apprenticeship nationally; as well as highlights in Indiana, Illinois and Michigan.

Ms. Morgan then discussed some of the current economic conditions and workforce development efforts underway, noting that the Council is on the cusp of making significant improvements to registered apprenticeship.

First, the Workforce Investment Act, a key piece of federal legislation on workforce development, has been gutted and rewritten as the Workforce Investment Opportunity Act (WIOA). The new legislation, in part, will integrate many components of registered apprenticeship into the workforce system and make industry more prominent in the decisions for the workforce activities. DWD is researching and reviewing the new rules and

regulations as we speak to ensure that we provide the best support the workforce systems and vice versa.

Second, tomorrow BAS will submit its application for the American Apprenticeship Grant. The application will be for the maximum award of \$5 million, which will help accomplish many activities on the Summit action plan, as well as expand apprenticeship into information technology and health care.

#### iv. Review of Summit Action Plan

Ms. Morgan then gave the floor to Mr. Anderson to discuss the Summit Action Plan. He began by stating that the Summit Action Plan came directly from the participants, not the Bureau, not the Department, and not the Council.

He then announced that DWD would like to finish the first recommendation, establishing a broad consortium of apprenticeship stakeholders to conduct outreach, by July of this year. The consortium would function as apprenticeship ambassadors, helping the Bureau and DWD tell the story of registered apprenticeship. Once formed, the first activity of the consortium would be to survey stakeholders to determine the awareness, perceptions and attitudes in Wisconsin about registered apprenticeship. The survey results will provide a baseline against which the Bureau and Council can measure success. The consortium will then review the Bureau's current outreach material and branding to see what is missing or needs to be improved. Future outreach may include more demand-driven material and be delivered by more parties.

Redefining the role of the Apprenticeship Training Representative (ATR) is also recommended, Mr. Anderson continued. ATRs primary responsibility is to regulate the apprenticeship program, so they currently conduct outreach as they have time. The Action Plan recommends redefining the role of the ATRs so they can spend more time building partnerships and conducting outreach.

Integrating the Advisory Council into the workforce development system is the next recommendation, Mr. Anderson continued. This action, which includes reconstituting the state workforce board system (Council on Workforce Investment), is currently in progress.

Mr. Anderson summarized the proposed action items by stating that most of them are in response to the primary concern about apprenticeship that DWD received: the structure was not flexible or responsive enough. Therefore, the overall approach for the action items will be to document the best practices, conduct a return-on-investment study, and then target employer who would qualify as sponsors but do not use apprenticeship.

In conclusion, Mr. Anderson asked the Council for its input on how to proceed. Ms. Morgan added that the Council should consider whether its current subcommittee structure should be modified.

#### iv. Council Input on Summit Action Plan

Ms. Morgan asked the Council whether it preferred to expand one or more of its subcommittees to include non-Council members, or ask subcommittee members to serve on consortiums outside of the Council.

Mr. Tschillard suggested that the Construction Workforce Diversity Alliance could be used as a model of other areas of the state, because it has been operating well for a long time

and includes representatives of state government, business owners, contractors, and non-governmental organizations. Ms. Morgan agreed that the Alliance is a great model, and suggested that it has more partners than the Bureau was envisioning. In addition, the Bureau would want to involve the Wisconsin Economic Development Council to emphasize the partnership between economic and workforce development.

Mr. Tschillard cautioned that the Action Plan items depend on including many partners who don't understand registered apprenticeship. Ms. Morgan agreed; almost the entire American Apprenticeship Grant application deals with working with organizations that do not know apprenticeship. The objective is to expand registered apprenticeship into the workforce development agencies, so that they can help expand registered apprenticeship into new industries.

Co-Chair Pratt asked how the Bureau and DWD would communicate with so many external entities. Ms. Morgan answered that the Bureau and Consortium would have to agree on procedures. Ideally, the Consortium would be no more than twenty members, including industry stakeholders, workforce development boards, DPI, WTCS, and the Wisconsin Economic Development Council. The participating agencies would recommend their individual representatives.

Co-Chair Pratt asked how Ms. Morgan envisioned the relationship between the Council and the Consortium. Ms. Morgan replied that both parties are advisory; the Consortium would advise the Council, which would advise the Bureau. The consortium would be such a broad range of people that the Bureau would likely ask the Consortium's guidance on additional issues. Mr. Anderson added that the recommendation came out of his Summit breakout group, which discussed a number of consortia as a potential model. His observation is that the consortium would serve as a conduit for information flow and bring lots of people together from organizations that are not involved in apprenticeship. Therefore, the Consortium would be a great mechanism for bringing information to and from registered apprenticeship to organizations that are not part of apprenticeship at this time. The information could be used as a recommendation to the Apprenticeship Advisory Council, the Council on Workforce Development, and their own organizations. In short, the Consortium would have a very significant role.

Mr. Hurt added that the breadth of the Consortium membership would generate valuable perspective on how to fill gaps in outreach material and distribute material more widely in the future.

Co-Chair Pratt asked Ms. Morgan whether she envisioned the Council now having a changing role or dual role. Ms. Morgan replied that the Council will have a dual role because links between the Consortium and Council are important. In addition, the Council has so much existing and draft material that it will be best to not create additional material until the Consortium reviews all current material. Ms. Morgan distributed a list of all outreach material developed by the Bureau.

Ms. Nancy Nakkoul asked whether the Consortium would include representatives from new industries, too. Ms. Morgan confirmed that the Consortium would include representatives from existing and new industries and occupations. Ms. Nakkoul asked whether the Consortium would be responsible for informing and training its newer members on apprenticeship. Ms. Morgan replied that it was likely.

Ms. Morgan reiterated that the list of publications demonstrates how much hard work the Council has performed. She noted that the "Road to Apprenticeship" online video game is 95% complete and the implementation of the "Online Apprentice Orientation" is on hold due resistance from several trades.

Mr. Hurt asked what the training coordinators think of the material that has been developed by the Council. Mr. Tschillard answered that many products are used all the time, but noted that some of his stakeholders complain that some material is too neutral. Mr. Weisling replied that the one-page documents work very well and shared that some of his stakeholders comment that the photos used are professional quality but "make the apprentices movie stars" rather than portray the trades accurately. Kathy Wellington commented that the Bureau craves local photographs but cannot use the few that it has in every publication. She encouraged all stakeholders to share their high resolution photographs with the Bureau; it would help build the photo library.

Ms. Morgan added that the Council's Career Pathway Subcommittee is developing guidelines on how youth apprenticeship graduates can transition to registered apprenticeship. The Bureau had planned the document for later in the year, but began recently at the request of the Department.

The discussion returned to the Consortium. Ms. Morgan explained that the composition of the Consortium will be very similar to the Council, but will also include workforce and economic development representatives. She added that the Bureau prefers that a Council member sit on the Consortium to provide a link between the two advisory structures and help the Consortium with its two initial tasks: define its scope and structure; and identify the resources it needs to continue. Once the Consortium completes those tasks, it will conduct a stakeholder survey.

Co-Chair Pratt suggested that the Council subcommittees finish up their loose ends and then suspend activities until the Consortium is operational and has provided input.

**3. For action: approve the minutes of December 9, 2014.**

Co-Chair Hayden closed the discussion on the Consortium and directed the Council to review the minutes of the previous meeting. The Council noted several errors: Sandy Schmit's name was spelled incorrectly; and Chris Reader was not absent.

***Action:** A motion to approve the minutes as corrected was made by Co-Chair Pratt and seconded by Mr. Hurt. The motion was approved by the Council.*

Ms. Wellington introduced Mr. Rob Ecker, the new Apprenticeship Training Representative for the Eau Claire area. Mr. Ecker worked previously at Stanley Correctional Institute as a math instructor. The Bureau is very lucky to have him. Mr. Ecker greeted the Council and expressed his interest in working with them.

Ms. Morgan continued with follow-up items from the previous meeting. She asked for volunteers for the Career and Planning Committee at the Department of Public Instruction (DPI), which was created to help DPI ensure academic and career planning, meets the needs of industry.

**Action:** A motion to nominate Mr. Weisling was made by Co-Chair Pratt and seconded by Mr. Gert Grohmann. The motion was approved. The Bureau will submit Mr. Weisling's contact information to the Department of Public Instruction.

Co-Chair Pratt expressed her concern that a large number of qualified applicants remain waiting for an apprenticeship opportunity for a long period of time, because they are stuck on a ranked list or in a similar mechanism. The Bureau and Council have no means of evaluating them further or advising them as to how to improve. She suggested that the topic be presented to all training coordinators. Co-Chair Hayden and Mr. Gary Korn agreed, and added that they had considered creating a rubric to rank the qualified pool. Mr. Jose Bucio asked whether the Council should establish a pre-screening committee. Ms. Morgan clarified that sponsors have many legal options for selection procedures, so if the ranked list no longer works well for them, they must change the selection procedure in the local standards.

#### **4. Department of Public Instruction Update**

Mr. Brent Kindred shared that it is a true honor for the Skills USA program to host the Council meeting at its annual competition. He stated that the importance of registered apprenticeship was firmly on the mind of everyone who attended the Skills USA opening session last night.

He noted that the opening and closing sessions include a large poster that features the Skills USA and Registered Apprenticeship logo. Mr. Kindred asserted that both Skills USA and the Council need to staunchly pursue putting both logos in front of stakeholders to promote the pathway to registered apprenticeship.

Ms. Morgan commented that the opening session was "truly awesome:" the massive room was full of high school students excited about the skilled trades; and the program officers were very mature, articulate and passionate about their work.

Co-Chair Pratt applauded Mr. Kindred's work, stating that he helped the Council bridge a critical gap that had not been bridged before.

Last, Mr. Kindred asked the Council whether it would provide a short statement endorsing the need for career and technical education teachers. Co-Chair Pratt agreed to put the matter to a vote after the Council returns from lunch.

The Council broke for lunch at noon.

#### **5. Sub-Committee Reports**

When Council resumed, Ms. Morgan began reporting updates from the Council's subcommittee.

##### **a. Educational Linkages / Marketing Sub-Committee**

The Council discussed the latest draft of the "Parent's Guide to Apprenticeship." Members advised that the section on construction contained several pixelated photos; the primary photo, and photos in the bottom left and right corners.

The Council then discussed the latest draft of "Comparing Career Pathways." Co-Chair Pratt declared that the document is "one of the most powerful tools we have." Members

suggested revised "foremen" to "supervisors," and then expressed strong concern that the Bureau double-check the price comparison between registered apprenticeship and college and use the same data across all pieces.

***Action:** a motion was made by Mr. Hurt to send both pieces back to the subcommittee to review the price comparison data. The motion was seconded by Mr. Tschillard. The motion passed.*

The Council reviewed the latest draft of the online video game, originally titled the "Road to Apprenticeship." Ms. Morgan clarified that the game is 95% complete and will be posted on the Bureau website. The Council suggested that the Bureau promote the game by creating and distributing a postcard that contains a QR code that links directly to it.

Last, the Council suggested that the Bureau create video vignettes for many trades on YouTube. Ms. Morgan added that she recently learned that DWD has a YouTube library so that the Bureau can use.

#### **b. Equal Access Sub-Committee**

The subcommittee presented final copies of the "Guide to Successful Interviewing for the Skilled Trades." The Council applauded it as a "beautiful product we can use," and congratulated the subcommittee. Mr. Wayne Belanger reported the word "your" is missing from a sentence on page 8.

The subcommittee presented a final draft of the "Apprenticeship Pre-Readiness Guidelines," which establishes requirements for pre-apprenticeship programs. The term "pre-apprenticeship" is used differently by many organizations, so the Bureau preferred the term "pre-readiness."

Mr. Hurt announced that the guidelines are "ready to go."

Ms. Morgan explained that the Subcommittee adopted the guidelines from similar guidelines from the State of Oregon and the U.S Department of Labor. She noted that the Bureau will provide the guidelines to Workforce Development Boards to be used when funding local pre-apprenticeship programs. If the Bureau receives federal funding through the American Apprenticeship Grant, it will allocate funding to the Boards to support pre-apprenticeship programs with their local areas. It is important to note that the guidelines do not assume a "one size fits all" approach, because curriculum will vary by economic sector.

The Council reviewed the guidelines. A recommendation was made to add "non-apprenticeship, industry-related occupation" to the checklist of program outcomes. The option would measure graduates who are placed in a pre-apprenticeship class within their trade, which is often the official first step towards an apprenticeship for many trades.

***Action:** A motion to add "non-apprenticeship, industry-related occupation" to the checklist of "pre-readiness" program outcomes was made by Co-Chair Pratt. The motion was seconded by Mr. Hurt. The motion passed.*

#### **c. Apprenticeship Career Pathway Subcommittee**

Ms. Morgan provided an update from the Career Pathway Subcommittee which has met twice since the last Council meeting. The Subcommittee's main task has been developing

crosswalks between the youth apprenticeship programs in machining and production and related registered apprenticeship programs. The crosswalks identify the overlapping competencies, which will help the subcommittee develop guidelines for awarding credit to youth apprentice graduates entering a registered apprenticeship program.

The Subcommittee completed crosswalks for the following registered apprenticeship occupations: Tool and Die Maker; Maintenance Technician; and the Industrial Manufacturing Technician. The equivalent youth apprenticeship programs overlapped with sufficient parts of the IMT program, but did not overlap well with the Maintenance Technician program. However, the Bureau expected that because the Maintenance Technician is a high-level occupation.

The main discussion at the last meeting was the Architecture and Construction youth apprenticeship program, which is in its first year of existence. The Subcommittee preferred to postpone developing a crosswalk to registered apprenticeship construction programs, until the Bureau and its construction stakeholders had had a chance to review the competencies. The Bureau received a little pushback from the construction industry because they believe they were not involved in the development of the youth apprenticeship program and are suspicious as to who asked for input. Mr. Bucio concurred: "they were apprehensive off the bat," he commented.

That being said, Ms. Morgan continued, many students are interested in the construction youth apprenticeship program, but the program needs more sponsors. The Career Pathway Subcommittee is looking at employers who sponsor youth apprentices and finding that many are smaller contractors and homebuilders, as opposed to large general contractors. If the Bureau receives the American Apprenticeship Grant, we would review the Construction Guidelines to determine if any update is needed. When the initial curriculum was developed, the announcement was widely distributed and people did not respond. Mr. Tschillard concurred. He shared that he forwarded his initial invitation from Ms. Laura Cataldo to nine local committees, none of which came.

Mr. Mark Wieseke asked whether DWD determined whether insurance for youth apprentices was prohibitive. Ms. Morgan stated that the Bureau has researched and received information on the insurance requirements at the annual Youth Apprenticeship Forum, and will provide guidelines soon. The general consensus was that no law prevents youth apprentices on jobs. The Bureau was clearly told that neither DWD Workers Compensation staff nor their consultants had ever seen a written policy exclusion or premium based on age; and DWD Workers Compensation officials advised any party that is told that from an insurance provider to request the legal citation in writing.

Ms. Morgan concluded by reporting that the Bureau will be asking the Wisconsin Insurance Commission or another official body for an official written position.

## **7. Wisconsin Workforce Transformations Update**

Co-Chair Pratt introduced Mr. Scott Jansen, DWD Division Administrator of Employment and Training, who had arrived moments before Ms. Morgan concluded.

Mr. Jansen thanked the Council for the opportunity to share all of the exciting activity around workforce development as a result of demand-driven models in Wisconsin.

Wisconsin has skills-related issues, Mr. Jansen began. Employers in a variety of economic sectors and across a multitude of occupations cannot find skilled workers. The Department's flagship program to help employers is Wisconsin Fast Forward. It has received exciting responses. Fast Forward began in 2013 with \$15 million. To date, DWD has issued three rounds of grants for a total investment of \$12.5 million in 13,000 training seats. Fundamentally, the most demand has been in the manufacturing sector. Other sectors have responded, as well; such as, construction, transportation, and customer service. Many call centers occupations are available currently. With all sectors, DWD discusses whether apprenticeship and youth apprenticeship would be a good option for moving the occupation forward.

In the third round of grant announcements, Mr. Jansen continued, the Central Wisconsin Consortium came together around Skyward and other information technology service having difficulty in finding talent. The Consortium asked if the registered apprenticeship would help as a model; perhaps information technology graduates could flow into registered apprenticeship. That is the conversation right now with DWD. In addition, three state health care collaborations have expressed difficulty in finding skilled workers.

What's cool, Mr. Jansen remarked, is that employers are looking at any solution they can find to build talent pipelines. Their appetite is continuing to grow, and a surprising observation has been how many companies and workers had the wrong impression of registered apprenticeship. They thought it was too rigid and unresponsive, but that has been flipped on its ear—there is a lot of interest in registered apprenticeship.

The essence of the demand-driven workforce model, Mr. Jansen explained, can be seen in Fast Forward and Youth Apprenticeship. They are finding companies, identifying industry-recognized credentials, and developing skill sets at the individual level, as opposed to developing economic incentives such as tax credits. As a result, the individual has a portable credential, which makes them valuable. That is critical—skills and credentials must transfer in the labor market, so the investment is not lost.

Fast Forward reversed the model for delivering services. In the standard model, the job seeker is a customer, because all federal programs are based upon providing interview and resume skills to individual job seekers to make them career ready. By reversing the model, we focus on the individual as the market for the employer. Now, when an individual enters the Job Center, he or she takes an assessment and then crosswalks the skills to available occupational titles. Previously, the job seeker would not have thought to look in that direction. And today, the people coming into job centers are not necessarily unemployed—they are part-time employees or want to advance in their career. They are using the career systems and the job service systems to explore their skills. This has almost tripled the number of active resumes in Job Center of Wisconsin (JCW) in the last 18 months. Furthermore, the education level of the potential applicants has increased noticeably, too; many applicants have higher level degrees.

DWD has listened to the demand, and then focused on developing skill sets on the individual level, which are aligned with the needs of industry partners. DWD is also increasing partnering with the K-12 system, through the guidance counselor organizations and youth apprenticeship consortia.

Last, Mr. Jansen continued, the new federal workforce legislation, the Workforce Investment and Opportunity Act, will restructure the State Workforce Board away from required

positions defined by the Feds. Instead, the Board will reconstitute around the minimized Council that will function more as a corporate board and policy level advisory group. The Council will have two different committees; one for talent development and sector strategies and another for aligning resources. The Council has positions for youth apprenticeship representatives and registered apprenticeship representatives, as well as representatives from universities, the Department of Public Instruction, technical colleges, and the eleven workforce development boards. In conclusion, Mr. Jansen assured the Council that Wisconsin is on the policy landscape and doing positive things about the skills gap.

The Co-Chairs thanked Mr. Jansen for his update. Co-Chair Pratt commented that it is refreshing to have DWD listen to employers on the demand side. She added that the Council has waited a long time for the tide to turn and now it is.

#### **8. WTCS Update**

Ms. Morgan segued to the WTCS update. Ms. Nancy Nakkoul introduced herself to the Council, and noted that she is attending today in place of Associate Vice President Sandy Schmit.

Ms. Nakkoul reported that this year is the pilot year for expanding the Great Lakes Higher Education Scholarship and Jim Elliot Scholarships to more apprentices. This year 120 apprentices received a \$1,000 scholarship from Great Lakes Higher Education and 50 apprentices received the \$1,000 Jim Elliot Scholarship. Both organizations have committed to awarding their scholarships for the next ten years. The WTCS has been getting the word out to the state committees to notify registered apprentices to apply when the next round of applications begins.

Ms. Nakkoul continued that the Curriculum Projects Committee has receiving GPR funds to develop curriculum standards models for registered apprenticeship programs. To date, WTCS has completed 25 models and posted them on the MyWTCS website and Curriculum Bank website. This year, WTCS has more than 20 new projects underway. Once they are complete, they will serve as a great tool for BAS and all apprenticeship stakeholders.

Ms. Kathy Wellington commented that the curriculum summaries are incredible tools.

Mr. Tschillard expressed concern that the summaries are too detailed and specific. Ms. Nakkoul replied that the summaries posted on the WTCS website detail the competencies and above-the-line curriculum. They are fit for public consumption and are not proprietary. In contrast, more detailed, "below-the-line" curriculum for instructors is available on the individual repository.

Last, Ms. Nakkoul reported that WTCS is developing a continuing education course for faculty certification that will address diversity and cultural competency in the construction trades and when teaching apprentices.

#### **9. Bureau of Apprenticeship Update**

Ms. Morgan distributed two handouts: a summary of the Bureau's application for the American Apprenticeship Grants; and a summary of the Apprenticeship Completion Award Program statistics.

She summarized that the thrust of the Bureau's grant application is to include many workforce development and economic partners in registered apprenticeship that may have little knowledge of apprenticeship itself, but can help position apprenticeship as part of many broader career pathways. In addition, the Grant will improve the current registered apprenticeship system by implementing the Cultural Competency course and offering Transition to Trainer to journey workers.

The ACAP statistics show that the total costs of paid related instruction are much more than the program anticipated, as evidenced by the total amount of reimbursement requests the Bureau denied. The program was never intended to fully reimburse paid related instruction; it includes a maximum award of \$1,000 towards total costs. So, eligible apprentices have been submitting receipts for all their costs, which far exceed the \$1,000 maximum award. Consequently, the Bureau denied all requests that exceed the cap, which significantly increased the "denial" total. ACAP will conclude on June 30, 2015, and additional money for the program is included in the Governor's proposed budget for 2016.

Mr. Henry Hurt interjected to report that he just learned from his insurance agent that manufacturers have been employing workers less than 18 years of age for a while, but the issue is the driver's license. If the youth is required to drive as part of the job, they must provide their driver's license number. That number triggers the alert that the youth cannot work.

#### **10. Apprenticeship in Wisconsin, Statistically Speaking**

Ms. Wellington distributed the latest apprenticeship statistics and pointed out key information to attendees:

- Active contracts in all sectors in 2014 totaled 10,731. That exceeded the five-year average and is an eight percent increase from 2013.
- In 2014, construction contracts and industrial contracts increased. Construction contracts totaled 5,577. Industrial contracts totaled 2,083.
- In 2014, the total number of service contracts dropped noticeably due to the deregistration of the Department of Corrections. Service contracts totaled 3,071.
- The number of new contracts in the industrial and construction sectors increased for the fifth consecutive year.
- Minority and female apprentices comprised 12% of all apprentices across all sectors in 2014. Minority and female participation across all sectors has been either 12% of 13% since 2008.
- Eleven percent of all new contracts in the construction sector were minority.

The Council thanked Ms. Wellington for her detailed report.

#### **11. Next Meeting Date**

Ms. Morgan led a general discussion on related items and follow-up items. She announced that she accepted an offer to serve on the Board of the National Association of State and Territorial Apprenticeship Directors so she will again be a member.

**Action:** A motion to draft a statement supporting technical education instructors was made by Co-Chair Hayden. The motion was seconded by Mr. Hurt. The motion

*passed. Mr. Kindred has drafted the letter already and will share it with the Bureau for the Council to review.*

Ms. Morgan asked for volunteers for the Consortium. Co-Chair Hayden, Mr. Reader, Mr. Tschillard, and ABC volunteered.

Mr. Weisling formally invited the Council to the open house at the Southeast Wisconsin Carpenter Training Center on Saturday, May 30. He distributed the flier.

Mr. Weisling also invited the Council to a construction stand-down for fall protection awareness, sponsored by OSHA, on May 13. He was asked by OSHA to host the event.

Ms. Scaffidi announced that she will retire on October 1 and expressed her strong interest in attending her last Council meeting.

The Council and Ms. Scaffidi agreed that the Council will meet next on Wednesday, August 6, at 10:00 a.m., at the Southeast Wisconsin Carpentry Training Center in Pewaukee.

12. The Council adjourned at 2:50 p.m.