

STATE CARPENTRY APPRENTICESHIP ADVISORY COMMITTEE

September 22, 2014

Southeast Wisconsin Carpentry Training Center
Pewaukee, WI

APPROVED Minutes

Members Present	Employer/Organization
Balza, Darleen	North Central States Regional Council of Carpenters
Bohne, Hunter	Stevens Construction Corp.
Cataldo, Laura	Associated General Contractors
Kramer, Mark	North Central States Regional Council of Carpenters
Rodríguez, Patrick	North Central States Regional Council of Carpenters
Scholz, Barry (Co-Chair)	Oscar J. Boldt Construction
Schmidt, Mark	C.G. Schmidt, Inc.
Schwengels, Joe	J. P. Cullen & Sons

Members Absent	Employer/Organization
Perez, Al	Milwaukee Southern Wisconsin District Council of Carpenters
Scott, Mark (Co-Chair)	Northern Region Council of Carpenters

Consultants & Guests	Employer/Organization
Perkofski, Lisa	Bureau of Apprenticeship Standards
Belanger, Wayne	Associated Builders and Contractors
Matheson, Anne	North Central States Regional Council of Carpenters
Scheldroup, Bob	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Summers, Mert	Miron Construction
Weisling, Joe	Southeast Wisconsin Carpenter Training Center

1. The meeting was called to order at 10:00 a.m. by Co-Chair Barry Scholz in conformity with the Wisconsin Open Meeting Law. Owen Smith joined at 10:15 a.m. via conference call.
2. A sign-in sheet was circulated to record those in attendance.
3. The minutes of April 3, 2014, were approved with no revisions.

4. Old Business

a. Review the roster.

Members confirmed that their contact information was correct. Owen noted that several members' terms will expire at the end of the calendar year; he will email them after the meeting to ask whether they will renew.

Mert Summers expressed concern that he was no longer listed as a member. Owen explained that members are nominated by employer organizations and the employer organization had informed the Bureau that the seat was given to a new individual.

***Action:** BAS will discuss the matter with the employer organization before the 2015 spring meeting.*

b. Review the follow-up items from the previous meeting.

Owen Smith reported the status of the follow items from the previous meeting.

The Bureau did not include a discussion item on whether to establish minimum testing requirements because the matter was dropped by the topic champion and several state committee parties concurred.

The Bureau emailed a new link to the Online Apprenticeship Orientation to members and consultants, which does not have security protocols for non-DWD users.

c. Apprenticeship Completion Award Program

Owen asked committee members and consultants for their feedback on how the ACAP request process and ACAP reimbursements have been working for their organizations and apprentices. He stated that all feedback will help the Bureau gauge the success of its recent mass informational mailings on ACAP, including that partners know very little about ACAP.

Several JAC members reported that they that heard about the program, but had neither seen paperwork related to it nor heard about it from apprentices. ABC representatives reported that they had received paperwork and were in the process of requesting reimbursements.

Owen reviewed the purpose, awards and eligibility requirements for ACAP. The program was begun by the state legislature and included \$450,000 to reimburse apprentices that complete either their first year or entire program for tuition, books and required materials for paid related instruction. If the apprentice is eligible, the sponsor and employer are eligible, too, and the reimbursement goes to the party or parties that incurred the costs. If the sponsor is eligible, the sponsor can request that the reimbursement be paid to the training trust.

A general discussion followed on how the training trusts bill apprentices for paid related instruction. Owen noted that all parties requesting reimbursement must provide receipts or sufficient documentation. Some training trusts charge an aggregate fee to apprentices which covers tuition as well as other costs, such as tools, membership, etc. Therefore, the trust must isolate the specific cost for reimbursement.

After ACAP concludes, the Bureau plans to present performance data to the Legislature to support continuing the program in subsequent fiscal years.

d. Other

No additional items were brought forth.

5. New Business

a. BAS personnel update.

The Bureau projects that it will fill its vacancies for Apprenticeship Training Representatives in the Madison and Waukesha areas by December 1.

b. BAS continuous improvement efforts: review of state committee Exhibit A's.

Owen reported that the Bureau will review all state committee Exhibit A's this fall and winter as part of a continuous improvement activity to ensure that the language is legal, clear and meets the training needs of industry. The state Exhibit A is the foundational document for every apprentice contract.

The review has three possible outcomes: no revisions are necessary; minor revisions are necessary; or substantial revisions are necessary.

The Bureau determined that no revisions are necessary to the Carpenter's Exhibit A's.

c. WI Apprenticeship Council update: Wisconsin Career Pathway Advisory Subcommittee

Owen Smith reported that registered apprenticeship continues to receive national attention due to a "perfect storm" of factors. To capitalize on the unprecedented support for registered apprenticeship and position the state to respond effectively, the Advisory Council approved the creation of the Wisconsin Career Pathway Advisory Subcommittee, which will oversee the development of bridges between youth apprenticeship and registered apprenticeship programs.

Nationally, economists predict an unprecedented shortage of workers in the next five to ten years, due to the progressive retirement of the baby boomer generation and concurrent lack of young adult workers to replace them. In addition, more countries, sectors and industries are expressing interest in apprenticeship training.

A pilot effort to link the registered and youth apprenticeship programs through credit has proven successful in manufacturing. Both programs are prevalent in the sector, and many employers sponsor both programs. A key policy of the effort was to leave the type and amount of credit for youth apprenticeship work experience to the discretion of the employer. For example, an employer might not award credit for youth apprenticeship work experience, or place a youth apprentice graduate at the top of a list for registered apprenticeship job announcements, or award hours toward registered apprenticeship OJT.

d. Construction Youth Apprenticeship

The subcommittee is very pertinent to the construction sector, because the state's Architecture and Construction Youth Apprenticeship Program was recently bolstered with curriculum in five construction occupational areas, including carpentry. Each occupational area contains 16 foundational competencies, and the first 12 of the 16 competencies in each area are identical.

Laura Cataldo, who was instrumental in revising the construction youth apprenticeship, urged the committee to establish a minimum amount of credit hours that each youth apprenticeship graduate would be guaranteed to receive towards a registered apprenticeship. She argued that minimum credit would provide an invaluable incentive for parents and students to pursue youth apprenticeship.

Owen agreed that minimum credit could be a highly valuable incentive, which is why the Advisory Council specifically plans to research it. However, he emphasized that the Bureau strongly believes in leaving the

awarding of credit for prior education and experience to the discretion of the employer. Therefore, the Bureau believes more research has to be done into employer perspectives and concerns, as well as potential legal and contractual issues, before minimum credit could be established.

Laura asked whether the Bureau and Council would consider granting credit for OSHA 10, whether taken in person or online.

A general discussion followed on the Carpentry competencies as well as the pros and cons of awarding advanced credit, whether for the competencies or OSHA 10. The committee agreed that the program addressed important foundational competencies which will be essential to providing new, skilled workers. The committee discussed different school-to-work programs in the local committee areas, as well as the policies of local committees and other trades on OSHA online or in-person courses. The general consensus of the committee was that the Youth Apprenticeship is an important program that could be very beneficial, provided liability concerns are worked through. In addition, credit and the preferred format for OSHA training should be left to the discretion of the employer, and not be driven by what works best for youth apprentices. The committee concluded the discussion by agreeing more input was needed from the local committees.

***Action:** the state committee approved a motion to gather input from its local committee and revisit the topic at the 2015 spring meeting.*

e. American Apprenticeship Grants

This year the U.S. Department of Labor is projected to make applications available for \$100m in American Apprenticeship Grants. The competitive grants will be awarded to partnerships that

- launch apprenticeship models in new fields, such as advanced manufacturing and health care;
- align apprenticeships to career pathways by rewarding workplace learning with college credit or linking to pre-apprenticeship programs;
- and scale apprenticeship models that work by marketing the value of apprenticeship, or building national and regional partnerships to expand apprenticeships

The maximum grant award is \$6m.

To prepare for the grant application, the Bureau convened two industry focus group: one for the construction sector, one from the manufacturing sector. This strategy of engaging industry early proved excellent for the SAGE grant: by identifying numerous potential ways in which grant money could upgrade apprenticeship programs, the Bureau was able to submit a more robust grant application, more quickly.

Although the specific requirements of the American Apprenticeship Grants are yet to be announced, the industry focus groups convened by the Bureau identified these potential uses:

- increasing the apprenticeship "pipeline" by promoting and developing pre-apprenticeship programs, apprenticeship prep programs and linkages between youth and registered apprenticeship, including transcribed credit
- develop outreach materials and events targeted at parents and educators to improve the perception of skilled trades as viable, valid professions. Efforts might include media campaigns, print publication, and tours of local facilities given by partners organizations, such as local chambers of commerce. All efforts would utilize social media, such as Facebook and Twitter.

- develop mentoring programs for skilled workers, possibly by increasing the availability of transition to trainer courses
- encouraging all apprenticeship programs to require apprentices to complete WTCS general education requirements so apprentice graduate with two nationally recognized credentials – the completion certificate and an AAS degree

The committee asked for clarification that multiple parties could apply for the grant. Owen stated that, yes, the grants will be open to public-private partnerships, but emphasized that the grant details have not been released.

f. Other

No other items were raised.

6. WTCS Update

Owen Smith reported that Marge Wood retired as of September 5. Her interim replacement is Mr. Tim Wier. A full, written update from the WTCS is available on the state committee website.

7. As of September 12, 2014, 492 apprentices and 147 employers were active in the program. Owen noted that the statistics differ between the participant report and the historical report. The Bureau is aware of the inconsistency and is researching a solution.
8. The next meeting is tentatively scheduled for Monday, April 13, 2015, at 10:00 a.m. at Associated General Contractors in Madison.
9. The committee adjourned at 11:30 a.m.

10. Follow-up Items

- BAS will clarify a committee appointment by a local employer organization.*
- BAS will invite the DWD Youth Apprenticeship staff to the next meeting to discuss the Architecture & Construction youth apprenticeship program.*
- Local committees will discuss the proposal of minimum credit for youth apprenticeship graduates.*

Submitted by Owen Smith, Program and Policy Analyst