

STATE PAINTING & DECORATING APPRENTICESHIP ADVISORY COMMITTEE

Milwaukee Painting & Allied Trades Training Center
S68 W22665 National Avenue
Big Bend, Wisconsin 53103

October 29, 2014

APPROVED MINUTES

Members Present	Organization/Employer
Niemiec, Tony	State Painting Co
Schwiesow, Charles	Porta Painting, Inc.
Macejkovic, Jim	Building Service, Inc.
Rintamaki, Gerald	Painters/Decorator Local 934
Jazdzewski, Joseph J.	IUPATDC7

Members Absent	Organization/Employer
Arnold, Jeff	IUPATDC7
Wolf, Greg	Schmelzer Paint Co Inc
Merhoff, Jeff	IUPATDC7
Owsianowski, Robert A.	IUPATDC7

Consultants & Guests	Organization/Employer
Triscari, Nick	Milwaukee Area Technical College
Holmes, Adam	IUPATDC7
Smith, Owen	Bureau of Apprenticeship Standards - Madison

1. Owen Smith arrived late due to traffic delays caused by an accident. The meeting was called to order at 10:30 a.m. by Joe Jazdzewski, Committee Co-Chair, in conformance with the Wisconsin open meeting laws.
2. A roll call was conducted. A quorum was present. A sign-in sheet was circulated.
3. The minutes of the May 21, 2014 meeting were reviewed and approved as written.

4. Old Business

a. Review follow-up item from previous meeting: approve revisions to job book.

Owen Smith distributed the revised job book and explained that Adam Holmes had identified additional competencies as "optional" and additional duties and tasks as "optional" or "remedial only." He recommended the committee approve the revisions and allow Adam to make any additional minor changes he may find necessary.

Action: the committee approved the revisions any additional revisions deemed necessary by Adam Holmes. The Bureau will publish the job book and mail copies to the IUPAT DC7 Training Center.

b. Review the roster.

Owen Smith distributed copies of the current roster. Members verified their contact information. No revisions were necessary.

Owen noted that Jeffrey Hetzel is no longer a member, so the committee has one employer vacancy. The committee agreed that the new member should represent the drywall trade.

Action: Jim Macejkovic agreed to ask Pete Braun from Waltech. If Pete declines, Adam Holmes will reach out to additional contractors.

c. Apprenticeship Completion Award Program

Owen reported that the Bureau had conducted a mass mailing of general ACAP information to all apprentices and sponsors. To help gauge the success of the mailing, he asked committee members what they knew of ACAP and for feedback on how the program was proceeding for apprentices. He acknowledged that members might know very little or nothing at all, which would be very helpful for the Bureau to know.

Many members shared that they knew very little about ACAP. Therefore, Owen reviewed the program background, awards, performance period and eligibility requirements. He asked the members to explain which parties pay for the apprentices' tuition. Members replied that apprentices sponsored by the Milwaukee JAC pay their own tuition and the training trust for the Madison JAC pays the tuition for apprentices. Owen informed JAC representatives that Milwaukee JAC apprentices would have to request their own reimbursement and have the JAC sign the request; he informed Madison JAC representatives that the training trust can be reimbursed, if the JAC requests the reimbursement and designates the trust as the recipient. He advised both JACs that the process may require the committee to be in additional contact with apprentices and trusts and may require additional administrative work.

d. Other

Adam Holmes noted that the committee did not have a quorum at the spring meeting to approve the Helmet to Hardhat additions to the state standards. Although the committee supported the additions at the spring meeting, he recommended the committee vote to officially approve them.

Action: BAS will updated the standards.

5. New Business

a. **BAS personnel update**

Owen Smith reported that the Bureau anticipates it will fill the vacant Apprenticeship Training Representative positions in the Waukesha area and Madison area by December 1.

b. **For action: BAS continuous improvement and proposed revisions to state Exhibit A's**

Owen emphasized that the work performed by the state committee establishes the minimum standards for all apprentices, sponsors and employer throughout the state. The state Exhibit A developed by the committee is literally the template for all apprentice contracts statewide. Therefore, the language must be as clear as possible so that all parties comprehend the training contract.

Therefore, the Bureau is reviewing all state Exhibit A's this fall to ensure the contents are written clearly and accurately. The review has three possible outcomes: no proposed revisions are necessary; minor proposed revisions are necessary; or substantial proposed revisions are necessary.

Owen reported that the Bureau determined no revisions are necessary to the Exhibit A's for trades sponsored by this committee. He congratulated members on their work.

c. **American Apprenticeship Grants**

Owen reported that 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

Owen emphasized that the specific requirements of the American Apprenticeship Grants are yet to be announced. The maximum grant award will be \$5m.

To prepare for the grant application, the Bureau convened two industry focus groups, construction and manufacturing, to learn how stakeholders believe the funds could be best used. The groups identified these potential priorities:

- increase 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
- encourage 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

A general discussion followed on the value of creating feeder programs into registered apprenticeship and from registered apprenticeship to higher education. Nick Triscari commented that the American

Apprenticeship Grants will be highly competitive across the county. Interested parties will have to pursue them aggressively, which the Bureau has been doing. He hopes this grant will echo the success of the SAGE grant, which was very beneficial to apprenticeship and many trades.

Nick continued that making high school students aware of career options in the skilled trades and exposing them to the work is very difficult. Fortunately, the number of high schools participating in the manufacturing youth apprenticeship program is increasing. Many technical colleges offer a one-year machining program, and colleges advocate that high school students take some of the courses. Interest in youth programs will likely increase in the future as employers continue to lose or experience a shortage of skilled journey workers.

d. WI Career Pathway Subcommittee; Architecture and Construction Youth Apprenticeship Program

Owen Smith reported that apprenticeship continues to receive national attention due to a "perfect storm" of factors, and the attention has directly influenced the Wisconsin Apprenticeship Advisory Council to implement significant new efforts.

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. These changes necessitate creating and expanding pipeline programs into apprenticeship, especially by offering credentials or advanced credit.

At its 2014 third quarter meeting, the Apprenticeship Advisory Council approved the creation of the Wisconsin Career Pathway Advisory Subcommittee. The new subcommittee will oversee the development of bridges between youth apprenticeship and registered apprenticeship programs, and will be co-led by representatives of both staffs.

The strategy will be to introduce youth to certain trades and skills through youth apprenticeship, and award them credit towards a related registered apprenticeship, in which they would learn the trade in its entirety. A pilot effort to link the two programs through credit has proven successful in manufacturing. The subcommittee will likely target manufacturing and health care sectors first.

This effort is pertinent to construction trades because the DWD Youth Apprenticeship program recently expanded its Architecture & Construction youth apprenticeship program to include more foundational construction competencies and five construction areas: plumbing, electrical, masonry, carpentry, and HVAC.

The Bureau and Youth Apprenticeship are recruiting members for the subcommittee, and will convene the first meeting in November.

A general discussion followed on the feasibility of employing high school students on a job site. The committee expressed strong interest in and support of youth apprenticeship as a means of exposing high school students to the existence of skilled trade careers as well as foundational skills. One member shared that his company had a very positive experience with a high school employee: the student came to work every day and did great work. The experience exposed the student to the trades and exposed the company to the student's work ethic.

However, the committee also expressed concern over insurance, liability and the potential for employers to exploit youth as low-cost labor for dangerous jobs. Members asked whether the employer or state would be held liable and whether employers would be willing to cover liability. The committee expressed the desire to learn more about the program, which high schools participate, and how to add painting to the competency areas.

Action: *the Bureau will invite the DWD Youth Apprenticeship staff to the 2015 spring meeting; research the participating high schools; and research how painting may be included.*

e. Other

A member asked whether contractors bidding on jobs owned by the City of Madison could use compliance with registered apprenticeship AA/EEO requirements to satisfy the City of Madison's AA/EEO requirements, and if so, whether the Bureau would provide a letter of compliance or certificate. Owen replied that he would research the matter further, but cautioned that the AA/EEO requirements for the City may be very different than those of the Bureau.

Action: *the Bureau will research whether satisfying the Bureau's AA/EEO requirements would satisfy those of the City of Madison.*

6. Review program participants.

As of October 17, 2014, 52 apprentices and 25 employers are participating in the program.

Action: *The Bureau will research why non-union apprentices and employers are included on the report. The program had been declared inactive.*

7. The next meeting is tentatively scheduled for Tuesday, April 7, 10:00 a.m. at the IUPAT DC7 Training Center in Big Bend.
8. The meeting adjourned at 12:15 p.m.

Follow-up Items

- i. *Members will research a new employer member.*
- ii. *BAS will publish the job book and mail copies to the IUPAT DC7 Training Center.*
- iii. *BAS will revise the state standards.*
- iv. *BAS will invite the DWD Youth Apprenticeship staff to the 2015 spring meeting; research the participating high schools; and research how painting may be included.*
- v. *BAS will research whether satisfying the Bureau's AA/EEO requirements would satisfy those of the City of Madison.*
- vi. *BAS will research why non-union apprentices and employers are included on the participant report*

Submitted by Owen Smith, Program & Policy Analyst