

**State Glazing Apprenticeship Advisory Committee**

October 6, 2015

**Draft Minutes**

WTCS Foundation  
Waunakee, WI

<b>Members Present</b>	<b>Employer / Organization</b>
Allen, Joel (Co-Chair)	IUPAT DC7
Holmes, Lindsey	B&D Contractors
Jazdzewski, Joe	IUPAT DC7

<b>Members Absent</b>	<b>Employer / Organization</b>

<b>Consultants &amp; Guests</b>	<b>Employer / Organization</b>
Bernthal, Jamie	DWD Youth Apprenticeship
Burton, Darla	DWD Youth Apprenticeship
Jallah, Tracy	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards

1. The meeting was called to order at 1:18 p.m. by Joel Allen, Committee Co-chair, in conformity with the Wisconsin Open Meeting Law.
2. A roll call was conducted and a sign-in sheet was circulated. A quorum was present.
3. The committee reviewed its current roster. The committee has three members. IUPATDC7 will recruit additional members. The minimum size is two members, but the desired size is at least four members.

#### 4. **Old Business**

##### **a. For action: approve the minutes of the previous meeting.**

The committee approved the minutes as written.

##### **b. Guest Presentation: Architecture & Construction Youth Apprenticeship**

Owen Smith prefaced the presentation by explaining that a central focus of the Bureau's American Apprenticeship Grant will be increasing the pool of qualified applicants through promoting youth apprenticeship and pre-apprenticeship readiness programs. Therefore, the Bureau invited Jamie Bernthal and Darla Burton from DWD Youth Apprenticeship to present an overview of youth apprenticeship in general and the Architecture & Construction program specifically.

Jamie and Darla emphasized that youth apprenticeship programs are designed to broadly expose students to basic foundational skills of an occupational area. As such, the programs are either one year of 450 hours or two years of 900 hours. In addition, they emphasized that all candidates are screened by the local program coordinator and interview by participating employers. Employers are not obligated to hire the candidate.

The competency checklist and curriculum for the Architecture & Construction youth apprenticeship were developed by industry and facilitated by Associated General Contractors. The program includes five broad areas of fundamental skills: carpentry; electrical; masonry/concrete; mechanical/HVAC; and plumbing/sprinkler fitting.

Glazing is not specifically included, but the first 12 of the 16 competencies in each area are identical, such as safety and blue print reading. Therefore, state committee members may be interested in hiring youth apprentice graduates because they will have foundational experience applicable to any construction occupation.

A general discussion followed. Members liked the program "in theory," but expressed concern that the extent of on-the-job exposure may be limited to shop work, which is consistent with the "helper" classification in many collective bargaining agreements. However, the committee noted strongly, hiring a youth apprentice graduate prior to 2017-18 would subject the current collective bargaining agreement to recent "right-to-work" legislation.

The committee did not have questions.

**c. How are the new hybrid programs progressing?**

The committee stated that this item is premature and does not need to be included in future agendas.

**d. Apprenticeship Completion Award Program**

The state legislature renewed the program through 2017. No other changes were made. The maximum reimbursements are still the same. Attendees did not have questions.

**e. American Apprenticeship Grant / WAGE\$**

Owen reported that the Bureau successfully replied for and received an American Apprenticeship Grant for the maximum award of \$5 million. The grant was named, "Wisconsin Apprenticeship Growth and Enhancement Strategies" (WAGE\$).

Existing construction trades will not benefit directly from WAGE\$, such as receive new curriculum or equipment. Rather, the primary goal of WAGE\$ is to increase qualified applicants to construction registered apprenticeships. Funding will be allocated to develop curriculum and support pre-apprenticeship readiness programs.

This umbrella category includes training for adults outside of K-12, such as unemployed and underemployed individuals, as well as youth apprenticeship programs within the K-12 system. Funding will be allocated to workforce development boards to develop pre-employment training programs for adults. The Bureau will also convene construction stakeholders to review the curriculum in the Construction Youth Apprenticeship.

The committee asked whether manufacturing trades would benefit directly from the grant. Owen replied that WAGE\$ will support the expansion of two existing, in-demand manufacturing apprenticeships to the western part of the state, because the programs are considering "advanced manufacturing" occupations, which are also targets of the American Apprenticeship Grants.

**f. Wisconsin Apprenticeship Summit**

Funding from WAGE\$ will also be used to accomplish many action items from January's Wisconsin Apprenticeship Summit. Owen reported that the first action item was accomplished this summer: recruit and convene a consortium of employers that use registered apprenticeship or area considering adopting it into their industry. The consortium and the Bureau are drafting a survey to measure the attitudes and perceptions of registered apprenticeship among sponsors, previous sponsors, and non-sponsors.

Members commented that many of those dynamics are present in the construction sector. Sponsors use registered apprenticeship for the training and because it has been institutionalized among signatory contractors. Previous sponsors no longer use the program likely because they went bankrupt during the recession. Non-sponsors can't work on most jobs, or are out-of-state contractors.

**g. Other**

No additional items were discussed.

## 5. New Business

### a. **Technical Assistance Guide sessions**

Owen explained that the sessions are mandatory for new members to local committees. The content includes the committee's legal responsibilities and operating procedures. No members on the state committee needed to take the training, so the topic was dropped.

### b. **Review the Duties of the State Committee**

Owen explained that the Bureau is reminding all state committees that they advise the Bureau on all aspects of the apprenticeship program(s), including policies, on-the-job learning and paid related instruction. Owen complimented the State Glazing Committee for having demonstrated excellence in these areas most recently by converting from a time-based program to a hybrid program, and revising its competency checklist accordingly.

The state committee did not have questions or comments.

### c. **Proposed Changes to Applicant Testing**

Owen reported that the ACT test will be required next year by all Wisconsin High Schools. Therefore, the Bureau is proposing that all state construction committees adopt the ACT as the assessment of choice *while maintain their current assessment as a back-up for applicants that did not take the ACT*. In addition, the Bureau suggested that the state committee establish statewide minimum scores for both the ACT and Accuplacer. Owen asked committee members to discuss both matters with its local committees, and bring recommendations to the 2016 spring meeting.

### d. **New Publications from the WI Advisory Council**

Owen distributed copies of *A Guide to Successful Interviewing for the Skilled Trades* and *Wisconsin Pre-Apprenticeship Readiness Program Guidelines* to the attendees. He explained that both are tools developed by the Wisconsin Apprenticeship Advisory Council to help increase the pool of qualified applicants. He noted that the interview guide was developed in response to feedback from many apprenticeship stakeholders across sectors of the economy that many applicants need to improve their interviewing skills.

The second was developed in response to the increase of programs that claim to prepare unskilled individuals for registered apprenticeship programs but lack a clear connection with them. Owen shared an anecdote that a manager of one such program complained that his program could not place graduates into registered apprenticeships in construction. When asked which local apprenticeship committees the organization approached, the manager replied, "What is a local apprenticeship committee?"

A general discussion followed. Members strongly supported the interview guide and called it "very necessary." They shared anecdotes of applicants that may have been great workers if only they had presented themselves more professionally during the application process.

One member shared that his organization works frequently with WRTP/BIG STEP and asked whether that organization was an example of a pre-apprenticeship readiness program. Owen stated that WRTP/BIG STEP does run pre-apprenticeship programs.

**e. BAS Personnel Update**

Tim Ziffer is the new Apprenticeship Training Representative for the Racine-Kenosha area. He replaces Sandy Brietzman, who accepted a new position with DWD Job Service.

**6. Review program participants.**

Program participants include 25 apprentices and 13 employers with a contract in active or unassigned status on September 22, 2015. The committee said that the numbers appear accurate.

7. The next meeting will be Tuesday, March 5, 2016, at 1:00 p.m. at IUPAT Local 802 in Sun Prairie.
8. The meeting adjourned at 2:30 p.m.

***Follow-up Items***

- i. IUPAT DC7 will recruit an additional member.*
- ii. Local committees will discuss statewide minimum scores and propose them at the next meeting.*

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*Respectfully submitted by Owen Smith, Program and Policy Analyst*