

STATE CARPENTRY APPRENTICESHIP ADVISORY COMMITTEE

April 13, 2016

North Central States Regional Council of Carpenters Training Center
N2218 Bodde Rd
Kaukauna, WI

Draft Minutes

Members Present	Employer/Organization
Bialcik, Corey	North Central States Regional Council of Carpenters
Markovich, Zoran	North Central States Regional Council of Carpenters
Perez, Al	Milwaukee Southern Wisconsin District Council of Carpenters
Rodríguez, Patrick (Co-Chair)	North Central States Regional Council of Carpenters
Schmidt, Mark	C.G. Schmidt, Inc.

Members Absent	Employer/Organization
Balza, Darleen	North Central States Regional Council of Carpenters
Bohne, Hunter	Stevens Construction Corp.
Scholz, Barry (Co-Chair)	Oscar J. Boldt Construction
Schwengels, Joe	J. P. Cullen & Sons
Zacharias, Roger	CRCC

Consultants & Guests	Employer/Organization
Perkofski, Lisa	Bureau of Apprenticeship Standards
Schanke, Debbie	Bureau of Apprenticeship Standards
Kollmann, Terri	Moraine Park Technical College
Anderson, Cindy	Bureau of Apprenticeship Standards
Kiel, Todd	Northeast Wisconsin Technical College
Cook, Jim	Madison Area Technical College
Mathson, Anne	North Central States Regional Council of Carpenters Training Fund
Emrick, Leigh	Associated Builders & Contractors of WI
Nakkoul, Nancy	WTCS
Scheldroup, Bob	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards
Tourdot, Kelly	Associated Builders and Contractors
Weisling, Joe	Southeast Wisconsin Carpenter Training Center

1. The meeting was called to order at 10:00 a.m. by Pat Rodriguez, Employee Co-Chair.
2. A sign-in sheet was circulated to record those in attendance.
3. The committee reviewed the current roster.

4. Old Business

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

i. For action: approve the minutes.

The committee approved the minutes as written.

ii. For action: statewide minimum scores and timeframes for ACT & Accuplacer

The committee discussed the Bureau's recommendations, the current assessments used by local committees, and the pros and cons of adopting the ACT. The committee also discussed appropriate accommodations for veterans.

***Action:** the committee approved motion to require all local committees, joint and non-joint, to accept the ACT scores from applicants, in addition their current assessments. The committee approved an additional motion to accept scores from all assessments for five years, with the exception of military personnel on active deployment.*

The Bureau also recommends uniform assessment subjects and cut scores for each trade statewide.

***Action:** members formed a minimum scores subcommittee focus group to meet in June to discuss minimum scores. Members of the subcommittee will include Anne Mathson, Nancy from WTCS, Joe Weisling, Pat Rodriguez, Leigh and an ABC representative.*

b. Apprenticeship Completion Award Program

Owen explained the purpose of the program, and noted the current totals for approved reimbursements and denied requests for reimbursement. The total dollar amount of denied requests is substantially larger than the requests approved for two reasons: apprentices fail to provide a proper receipt; and apprentices request more than the maximum reimbursement. He noted that the program will conclude on June 30, 2017.

c. American Apprenticeship Grants (WAGE\$)

Cindy Anderson explained that WAGE\$ is a \$5 million grant over a five-year period, during which the Bureau committed to registering 1,000 new apprentices. The two primary objectives are to expand registered apprenticeship into health care and information technology sectors and to increase the pool of qualified applicants to construction trades by supporting youth apprenticeship programs and pre-apprenticeship readiness programs.

Owen noted that Carpentry is one of the five occupational focus areas in the Architecture & Carpentry youth apprenticeship program. The content was reviewed and approved by industry subject matter experts prior to its release. However, the Bureau has continued to hear RA sponsors argue against the program because they feel they were not included in the development. Therefore, the Bureau wants to convene a focus group of RA sponsors to review the content of the youth apprenticeship program and

compare it to the registered apprenticeship program for the future purpose of recommending credit for on-the-job learning for youth apprenticeship graduates. Ultimately, the credit recommendation would be determined and endorsed by the state committee, and would be at the discretion of the sponsor.

Members agreed to support an effort for a recommendation of standard credit for YA graduates, if supported by contractors. Leigh and Joe W. will meet with contractors to gather input.

***Action:** the committee formed a focus group to discuss how much credit youth apprentice graduates should receive towards on-the-job learning in a registered apprenticeship. Members include Joe Weisling, Leigh Emrick, Roger Zacharias and Joe Schwengels.*

d. Wisconsin Apprenticeship Summit

Owen reported that two action items from the Summit have been completed. First, the Bureau formed a consortium of employers who use apprenticeship to encourage employer-to-employer outreach. Second, the consortium administered a statewide survey of the use and perception of registered apprenticeship among current sponsors, former sponsors and non-sponsors.

The survey results are as follows: the large majority of current sponsors highly value registered apprenticeship for its quality training; the large majority of former sponsors no longer use the program due to downturns in the economy; and the non-sponsors that participated in the survey did not report a clear alternative or substitute for registered apprenticeship, and are doubtful that their current training will sufficiently meet future work demands.

e. Other

No other items were discussed.

5. New Business

a. Revisions to www.wisconsinapprenticeship.org

Owen explained that the Bureau made several revisions to its homepage. The changes help all users navigate the site more easily, but the content did not change.

b. Proposed revisions to CFR 29.30.

Owen explained that the U.S. Department of Labor released proposed revisions to CFR 29.30, which governs affirmative action and equal employment opportunity requirements for registered apprenticeship. Much of the language came from federal contracting language. Karen has explained that the proposed requirements and definitions would make current requirements that are specific very broad and vice versa. Owen described the proposed revisions as a "big cloud of work moving across the year slowly".

Leigh offered several points of comparison to the revisions made to CFR 29.29 and the implementation process.

c. BAS personnel update

Owen informed the committee that Kathy Wellington, Chief of Field Operations, will be leaving at the end of the month.

d. Other

No other items were discussed.

6. WTCS Update

Nancy Nakkoul discussed the items on the WTCS written report, including apprenticeship scholarship, curriculum projects, and the 2013-14 WTCS Apprentice Completer Report.

7. Program participants included 745 apprentices and 188 employers with active or unassigned contracts on April 1, 2016.
8. The next meeting is tentatively scheduled for October 18, 2016, 10:00 a.m. at Southeast Wisconsin Carpentry Training Center. Next meeting scheduled Tuesday September 27, 2016 at 10:00am in Pewaukee
9. The committee adjourned at 12:35 p.m.

Follow-up Items

- i. BAS will revise the state standards to reflect the requirement of the ACT.*
- ii. BAS will convene a focus group to discuss required scores and subjects.*
- iii. BAS will convene a focus group to discuss credit for YA graduates.*

*Submitted by Bob Scheldroup, Apprenticeship Training Representative,
and Owen Smith, Program and Policy Analyst,
Bureau of Apprenticeship Standards*