

State Construction Craft Laborers Apprenticeship Advisory Committee Meeting

April 22, 2016

WI Laborer's District Council
LIUNA Way
Deforest, WI

Draft Minutes

| Members Present | Employer/Organization |
|--------------------------|-------------------------------|
| Burke, Daniel | Laborers' Local 464 |
| Hoernke, Damien | McCabe Construction |
| Jensen, Clark | Laborers' Local 140 |
| Marcelle, Tony | Laborers' Local 330 |
| Miller, Kent | WI Laborers |
| Neira, Anthony | Laborers' Local 113 |
| Pratt, Dawn (Co-Chair) | Payne and Dolan |
| Schmitt, John (Co-Chair) | WI Laborers' District Council |
| Topp, John | ACEA |
| Zignego, Dan | Zignego Company--ABC |
| Bohne, Hunter | Stevens Construction--ABC |

| Members Absent | Employer/Organization |
|-----------------------|---------------------------------------|
| Dehnhoff, Jeff | Laborers' Local 268 |
| Grohmann, Gert | AGC of Greater Milwaukee |
| Grundman, Eric | Michels Corporation |
| Ziegler, Craig | WI Laborers Apprenticeship & Training |

| Consultants & Guests | Employer/Organization |
|---------------------------------|------------------------------------|
| Emrick, Leigh | ABC of Wisconsin |
| Johnson, Joshua | Bureau of Apprenticeship Standards |
| Lipke, Murray | Michel's Construction |
| Morgan, Karen | Bureau of Apprenticeship Standards |
| Rice, Vincent | Bureau of Apprenticeship Standards |
| Smith, Owen | Bureau of Apprenticeship Standards |
| Tourdot, Kelly | ABC of Wisconsin |
| Wiatt, Ray | Laborers Apprenticeship |

1. The meeting was called to order at 9:30 a.m. by John Schmitt, Committee Co-Chair, in conformance with the Wisconsin open meeting laws.
2. Roll call was taken.
3. The committee reviewed the roster for accuracy of contact information, terms soon-to-expire, vacancies, overall industry representation, and overall geographic representation.

Owen noted that the Employer side has two vacancies. He explained that the Bureau determines the Employer members by granting one member to each participating contractor organization, ensuring the percentage of union and merit shop representatives equals the percentage of union and merit shop apprentices, and ensuring each type of contractor and area of the state is represented.

The employer members identified their contractor organization(s) and labor affiliation. Owen determined that the two vacancies would be granted to union contractors that perform underground labor, preferably from the southwest and southeast part of the state.

4. Old Business

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

The minutes from the spring meeting and spring webinar were approved as written.

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 that for approved requests for two reasons: apprentices fail to provide a proper receipt; and apprentices request more than the maximum reimbursement.

The program will conclude on June 30, 2017. It is part of the Governor's budget, so the Bureau does not know whether it will be renewed.

Owen asked the committee how the program has been working for the local committees. The committee did not have comments.

c. WAGES

Owen reviewed the basic parameters of the WAGES grant. The award is \$5 million grant over a five-year period, during which the Bureau has committed to registering 1,000 new apprentices. The first objective of the grant is to expand registered apprenticeship into new sectors of the economy, including health care, information technology, and advanced manufacturing. The second objective is more pertinent to construction trades: increase the pool of qualified applicants by supporting youth apprenticeship programs and pre-apprenticeship readiness programs.

A general discussion followed on the feasibility of youth apprentices in the trade. Overall, the committee supports efforts to expose high school students and young adults, ages 18-23, to the trade. However, the committee expressed several concerns. First, youth apprentices may pose a safety risk on actual job sites, or insurance providers may be unwilling to cover them while working in any area other than the shop. Second, economic difficulty may influence employers to shift their focus from supporting registered apprenticeship to employing youth apprentices as "instant help." Last, contractors that want to sponsor youth apprentices for the "right" reasons may still hesitate to do

so if they cannot confidently project that business will be steady enough in the future to employ registered apprentices.

Owen informed the committee that its trade is not one of the five trade-specific focus areas in the Architecture & Construction youth apprenticeship program. However, the first 12 of the 16 competencies in each focus area are general construction competencies, so youth apprentice graduate would make strong applicants for any construction apprenticeship. In addition, the Bureau will be reviewing the construction youth apprenticeship program in the future, so now would be the ideal time for the committee to express its interest in having the laborer trade included in the program, if revisions are made.

Action: the committee approved a motion of interest in being included in the youth apprenticeship program, if new program areas are added and sufficient contractor support is present.

d. WI 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 review and develop employer-to-employer outreach material and strategies.

Second, before developing new material, the consortium wanted to gather current data on how registered apprenticeship is perceived by employers across the state. So, 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.

The committee noted that the results were not surprising and confirmed their existing beliefs. The benefit of the survey is that it provides supporting data.

e. Other

The committee did not have additional items.

5. New Business

a. Updates to www.wisconsinapprenticeship.org

Owen explained that the Bureau made several updates to the homepage of its website. No content was changed. The updates include a new top navigation bar that includes a link to the youth apprenticeship page; bottom navigation buttons for applicants, apprentices, and sponsors; and a slideshow of feature news articles, which will be updated monthly or quarterly.

Last, Owen noted that the statistic, data, laws, and regulations now appear on a single page, "Data & Resources," which is linked in the top navigation bar.

The committee shared positive comments on the updates.

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 and, as Karen Morgan has explained, would make "current requirements that are specific very broad and vice versa." The Bureau submitted comments and concern through the Advisory Council in January before public comment period closed at the end of that month. The U.S. DOL will be reviewing the comments through the summer, and is prohibited from commenting on them during that time.

Owen described the proposed revisions as a "big cloud of work moving across the year slowly".

Leigh Emrick noted that the proposed revisions to prior federal regulations generated hundreds of public comments. In contrast, these proposed revisions generated thousands. The impact on registered apprenticeship in Wisconsin could be significant.

The committee did not have questions.

c. Other

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

6. Program participants include 270 apprentices and 110 employers with a contract in active or unassigned status as of April 19, 2016.

Ray Wiatt shared that 443 applicants tested, of which 61% were minorities and 12% were female. He reported that minority applicants have increased in the Madison area and in the southeast.

7. The next meeting is tentatively scheduled for Friday, October 14, 2016, at 09:30, at the Laborer's Training Center in Deforest.
8. The meeting adjourned at 10:47 a.m.

Respectfully submitted by Owen Smith, BAS.