

**State Glazing Apprenticeship Advisory Committee**

April 5, 2016

**Draft Minutes**

IUPAT  
Sun Prairie, 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>
Alt, Meredith	Bureau of Apprenticeship Standards
Ahmad, Hafeezah	Bureau of Apprenticeship Standards
Anderson, Cindy	Bureau of Apprenticeship Standards
Jallah, Tracy	Bureau of Apprenticeship Standards
Smith, Owen	Bureau of Apprenticeship Standards

1. The meeting was called to order at 1:05 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. For action: determine statewide minimum scores for the Accuplacer and ACT**

Owen explained that, as a follow-up item from the previous meeting, the local committees were to discuss several recommendations of the Bureau for assessing applicants and recommend a course of action to the state committee at this meeting. The recommendations were to continue using current assessments except mechanical-spatial assessments proven discriminatory; accept the ACT as an assessment; and establish uniform subjects, cut-scores and maximum timeframes for scores for all assessments.

Members of the state committee reported that their local committees did not discuss the recommendations.

Members also reported that their locals do use one of the mechanical-spatial assessments in question. They questioned why the assessment must be discontinued when it measures very important skills for the Glazing occupation. Owen explained that the Minnesota Paper test and the Bennett Mechanical assessment have been proven by the U.S. Department of Labor to be discriminatory against minorities. Owen reiterated that this topic has been brought to the attention of the state committee before by Director Morgan.

A general discussion on all assessments followed. Members supported continuing to use all current assessments, including the mechanical-spatial assessments. Members also supported accepting the ACT. However, they preferred to table a vote on subjects and scores until a focus group could meet this summer to review all assessments at once. This would also allow the local committees to discuss the topics further.

***Action:*** *the state committee advised that the Bureau convene a focus group of local committee representatives and the training coordinator, Adam Holmes, to review the recommendations and propose a course of action to the state committee*

**c. 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 asked whether the program was available to both union and merit shop contractors. Owen confirmed that it was and noted that labor affiliation was not a criteria for eligibility.

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

Grant manager Meredith Alt and outreach coordinator Cindy Anderson reviewed the objectives of the grant that pertain to the construction sector: supporting pre-apprenticeship programs and youth apprenticeship programs. Meredith explained that the Bureau would award grant funds to local workforce development boards to create and promote pre-apprenticeship programs, and would help develop stronger links between the youth apprenticeship program and registered apprenticeship programs.

The committee asked whether youth apprenticeships and pre-apprenticeship readiness programs would potentially promote merit shop contractors. The grant staff and Owen explained that both union and merit shop contractors are eligible to sponsor and hire graduates of youth apprenticeships and pre-apprenticeship programs. Labor affiliation is not a pre-requisite or criteria for participation.

**f. Wisconsin Apprenticeship Summit**

Owen informed the state committee that the first action items from the WI Apprenticeship Summit have been accomplished. The Bureau formed an employer consortium to advise on employer-to-employer outreach strategies and material. The Bureau and consortium recently implemented a statewide survey of the perceptions of registered apprenticeship among sponsors, former sponsors, and non-sponsors. Former sponsors are companies that do not currently sponsor apprentices but have done so within the past five years. Non-sponsors are companies that have never sponsored apprentices. The Bureau asked several contractor and industry organizations to share the survey with their members. The results will inform future outreach initiatives. The final analysis is still pending.

The committee did not have comments or questions.

**g. Other**

No additional items were discussed.

**5. New Business**

**a. BAS Personnel Update**

Owen reiterated that the Bureau hired two new personnel to implement the WAGE\$ grant, Meredith Alt and Cindy Anderson.

**b. Proposed revision to CFR 29.30**

Owen reported that the Bureau is alerting state committees that the U.S. Department of Labor will likely issue revisions to the federal affirmative action and equal employment opportunity regulations that govern registered apprenticeship by the end of 2016, although no specific date has been mentioned. Significant changes are likely, and the draft released for public comment raised many

concerns because much of the language was borrowed from AA/EEO regulations for federal contracts, which differ substantially from registered apprenticeship.

Public comment period closed in January. The Bureau submitted its input through the Advisory Council. The DOL is reviewing the comments, but is prohibited by law from discussing the revisions at this time.

**c. Other**

Owen noted that the Bureau revised its homepage to be more easily navigable. Upgrades include scrolling feature articles; a top navigation bar and bottom navigation bar that appear on every page; a link to the youth apprenticeship website; and a single page for all events, links, data, and legal references.

The committee suggested that the website could include links to major sponsors, too.

**6. Review program participants.**

Program participants include 28 apprentices and 14 employers. The committee said that the numbers appear accurate.

7. The next meeting will be September 12, 2016, at 1:00 p.m. at IUPAT 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*